



**Welcome to UK News**  
**3<sup>rd</sup> April 2025**  
Your bi-weekly update from around Cemex UK  
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You can also follow us on our social media channels




## HEALTH & SAFETY

### Latest Safety Alert - Contractor Hand Injury

The latest Safety Alert relates to an incident on one of our sites where a contractor unfortunately sustained a hand injury while commissioning a jib crane. The incident occurred when the Engineer's hand was trapped by the hoist trolley, resulting in a wound to his index finger that required stitches. Effective planning, pre-job risk assessment and improved communication between the two contractors involved would have helped reduce the risk of injury.



 You can read the Safety Alert at the end of this document and on the UK News download page: [www.cemexuknews.co.uk/downloads](http://www.cemexuknews.co.uk/downloads)

Please review the Alert with your team(s) and consider whether there are any learning points that may be relevant to your operations.

✦ Please also display the Alert on relevant noticeboards.

Look after yourself and each other. Before starting any new task always STOP, THINK... and CHECK it is safe, and always STEP IN if you see anything unsafe.

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

### Site Security Over Easter

#### For the attention of all Quarry and Site Managers:

In anticipation of the forthcoming Easter Holidays, when we tend to see an increase in trespass incidents coinciding with better weather and school holidays, it is timely for site teams to check their safety and security arrangements, ensuring suitable fencing and signage are in place around site boundaries and at higher risk areas such as lagoons, checking appropriate rescue equipment is available, such as throw ropes and life rings, that mobile plant is safely parked up and secure when not in use, along with any fuel storage.



Checks on site security and precautions to deter trespass should form part of site inspection schemes, with repairs being documented and photographed where possible.

## If you Missed the EMEA Health & Safety Webinar



On Tuesday 1<sup>st</sup> April as our new EMEA Regional President, Jose Antonio Cabrera, began his new role, together with Robert House, EMEA H&S Director, Jose Antonio held his first EMEA Health & Safety Webinar.

He highlighted the importance of our efforts, reminding us that everyone must stop if they don't feel safe. We are also empowered to stop others if they are at risk. It's crucial to remember that no production need comes before safety.

📺 If you missed it you can watch it back [HERE](#).

## Celebrating ZERO LTI Milestones at Dove Holes and South Coast

🎉 Congratulations to the Supply Chain team at Dove Holes in the UK.

Their teams of Fleet and Contract Haulage Drivers, supported by the Quarry and Asphalt teams, have achieved 19 years ZERO LTIs. This is a very significant milestone in which everyone should be very proud, given the complexity and scale of this operation.

This is an amazing achievement and a true testament to the dedication, hard work, and commitment everyone has shown towards maintaining a safe and healthy working environment.



Rob Wilkinson, UK Logistics Manager, shared: "I would like to extend my heartfelt congratulations and gratitude to the entire team. Your continuous efforts and unwavering focus on safety have made this achievement possible. Let's continue to uphold these high standards and work towards even greater milestones in the future."

Dave Hart, UK Supply Chain Director, commented: "Congratulations everyone on this extremely impressive milestone. Keep up the good work and the collaboration with our colleagues, hauliers and customers."

🎉 Also, congratulations to the South Coast Materials teams who are also celebrating their 3 years ZERO LTI milestone. Well done to everyone involved.



## Presentations for MPA Health & Safety Awards



Last week colleagues from Cemex UK were very proud to be presented with their MPA Health & Safety awards by Chris Lease, Executive Chair MPA Management Committee (and previous Cemex UK colleague to many), and Lex Russell, MD of Cemex UK Materials and MPA Chair.

Members of the UK's Wellbeing Strategy Group were delighted to receive the MPA Special Award for 'Safer Through Improvements in Health and Wellbeing' category for their 'Hey Girls' free sanitary wear provision and menopause support - 📺 view the video: <https://bit.ly/4hCzp7a>

Also, Christian Vale and Robert Sims were proud to receive the 'Safer Maintenance and Housekeeping' award, on behalf of their teams, for Isolation videos and SSOW for addressing the potential high risks associated with the use of paper-based procedures by coming up with a solution based on the use of QR codes which are displayed on plant across the site. The input into this project by George Howell, an apprentice electrician, was a part of his citation for the MPA Young Leader Award in which he was a finalist.

MPA Finalist awards were presented for:

- The Improved Washer Barrel Access in the Safer Maintenance and Housekeeping category - 📺 view the video: <http://bit.ly/4iLDua4>
- Keeping Pedestrians Safely Segregated from Plant with AI Human Form Recognition in the Safer Management of Pedestrians & Transport on Site category - view the video: <http://bit.ly/4lOxXlI>
- A new Mixer Rollover Warning System in the Safer Transport and Logistics category - 📺 view the video: <http://bit.ly/4bOY1rU>

Individual Recognition Awards, acknowledging their important and critical role in making their work environment safer, were made to George Howell and Julie Welch.

Very significantly, Cemex UK were also Runners Up for the John Crabbe Trophy - presented for 'an MPA member with over 250 employees which has achieved an outstanding performance in Health & Safety'.

Chris Lease said: "Cemex can be very proud of their achievements, which demonstrate true commitment to health, safety and wellbeing across the company. From a really simple aid for improving the LOTOTO process, making it easy for people to do the right thing and developed by one of their young apprentices, to the formation of a UK Wellbeing Strategy Group which has been focusing on a wide range of wellbeing issues including difficult "taboo" subjects like period poverty and Menopause. It was great to meet the team behind these projects and celebrate their success."

Congratulations to everyone involved in these excellent achievements. Thank you for striving to be safer through caring.



## Going FORS Gold



👏 Cemex UK has once again been awarded the Gold FORS Award for its fleet management.

Congratulations to everyone involved and special thanks to Supply Chain Compliance Officers: Hugh Reynolds and Alan Flippance, for leading the accreditation process.

The Fleet Operator Recognition Scheme (FORS) is a voluntary accreditation scheme for fleet operators which aims to raise the level of quality within fleet operations, and to demonstrate which operators are achieving exemplary levels of best practice in safety, efficiency, and environmental protection.

Gold accreditation is only awarded to exceptional operators who have met exacting targets.

On sharing the certificate with the teams Hugh commented: “Thanks to all on the ground who helped getting us through this year’s application, despite the increasing demands from FORS for information. The cooperation and teamwork from all ensured we got through our Silver and Gold for another year. Well done.”

## Major Safety Improvement at Northfleet Wharf

The team at Northfleet Wharf on the Thames has recently completed a major safety improvement to allow access to the Ship to Shore hoist on the Luffing conveyor so that it can be inspected under LOLER (Lifting Operations and Lifting Equipment Regulations 1998).

This work involved the installation of a temporary underslung scaffolding platform to allow the permanent underslung access platform to be installed.



The team worked well together to ensure each part of the installation was completed safely. This involved safety harnesses being worn at all times, a man rescue recovery tripod and restricted manned controlled access to the area.

All of the work was carried out ‘Working at Height’ while over the Thames with a rescue boat on standby and was completed safely. Throughout the project there was excellent communication between all parties - Engineering/Operations/Marine and The Port of London Authority.

The Project was completed on time and within budget, and with no effect on sales – all due to a fantastic ‘One Cemex’ cross team working together.

Congratulations and well done to everyone in the completion of this project.



## Updated Guidance for Using Defibrillators

After conducting reviews throughout the business, it has been identified that there are inconsistencies in our first aid arrangements for sites that are equipped with a defibrillator.

In order to standardise our approach, and to ensure uniformity across our UK sites, please use the new updated guidance which you can find on the UK News download page [HERE](#).

The updated changes relate to:

- inspection of equipment
- replacement of date limited pads
- the use of Aspirin in suspected heart attack situations



For all sites that have a defibrillator, it is important that regular inspection and testing of equipment is carried out and documented together with replacement of pads which have an expiry date. The use of Aspirin is limited to when there is a suspected heart attack and should only be administered under the direction of a medical practitioner. Aspirin should not be stored in a normal First Aid box but kept secure with the Defibrillator equipment.

Please contact your local Health and Safety Advisor if you require further guidance.



## FUTURE IN ACTION

### Latest Earthly Matters



The March 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 March 2025 edition...

- Partnership Update: A visit to Denge quarry and a rare sighting!
- Actions for Nature: Take part in our new 'Give Nature a Home' competition.
- Walk on the Wild Side Day: Get some inspirations for getting out in the wild over Easter.
- MPA Quarries & Nature Awards: Read about our success at this year's awards.

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



## New Competition - Giving Nature a Home

We're excited to invite you to take part in the 2025 Cemex/RSPB Partnership Competition: "Giving Nature A Home".

Across our Cemex UK sites, whether quarries, plants, wharfs, or offices, many of you have taken fantastic steps to support wildlife and biodiversity, from installing bird feeders and bug hotels to creating reptile refuges and wildflower planters. This new competition is all about celebrating these efforts and encouraging even more ways to give nature a home!



### How to enter our new competition

We have some great prizes to be won so we'd love to hear and see how your site is giving nature a home! With a closing date of 30<sup>th</sup> June 2025, you have plenty of time to send us your photos from your sites, showing your homes for nature. But you also have lots of time to introduce new homes for nature to your sites, and we've shared some ideas below to help you. Bonus points will be earned by reusing and repurposing materials to create your homes for nature.

### How to enter:

📷 Send your photo/s to [gb-communicationsandpublicaffairs@cemex.com](mailto:gb-communicationsandpublicaffairs@cemex.com) by 30<sup>th</sup> June, along with the following information:

- Details of the site and location
- What is your home for nature
- Why did you introduce it on your site
- What you have seen (wildlife activity, changes in biodiversity, etc)

**Need Some Inspiration?** Check out these resource links below:

- ◆ [How to build a bat box – RSPB Guide](#)
- ◆ [How to build a hedgehog house – RSPB Guide](#)
- ◆ [How to make a bumblebee pot – Gardener's World Guide](#)
- ◆ [Build a bug hotel – RSPB Guide](#)
- ◆ Repurpose your site materials – use your old pallets for bug hotels, compost heaps, and more!
- ◆ Need More ideas? Visit RSPB's [Nature on Your Doorstep YouTube channel](#) for tips and inspiration

### Judging

Competition entries, submitted by 30<sup>th</sup> June 2025, will be judged by the Cemex/RSPB Steering Committee in July, and entries will be judged on the following criteria:

1. Effectiveness for Wildlife
  - Is the home well-suited and situated for the intended species (birds, bats, hedgehogs, etc)?
  - Does it provide proper shelter, ventilation, and access?
2. Sustainability & Materials
  - Have recycled, or sustainable materials been used?
3. Creativity
  - How unique is the design?



Whether it's a new addition this year or something that's been thriving for a while, we want to see your homes for nature.

Let's work together to make our sites even more welcoming for nature. We can't wait to see your creativity and passion in action!

✦ Please print the poster at the end of this document and share on your workplace noticeboards – thank you.

## Success at the MPA Quarries & Nature Awards



The role that quarrying can play in nature recovery and biodiversity gain was celebrated at the recent UK Quarries & Nature 2025 awards ceremony hosted by the Mineral Products Association (MPA).

In the Biodiversity – Innovation category, Cemex UK were runners up for the conservation grazing using a 'virtual fence' at Rugeley quarry near Cannock Chase, Staffordshire. The certificate was proudly received by Alex Finn, Cemex UK Restoration Manager.



Willam (Bill) Newton, Quarry Manager, proudly received an award for his personal dedication and contribution to enhancing biodiversity at Willington quarry, for his work with black Poplar trees.

And finally, the Cemex and the RSPB won a joint award recognising the 15 year conservation partnership between Cemex and the RSPB.

🔗 You can read all about the event [HERE](#) or watch back the highlights [HERE](#).

## Lend a Hand – Halkyn Drivers

In March the Halkyn Supply Chain Logistics team enjoyed their Lend a Hand day litter picking in their local area.

Together with the local Halkyn Community Council and local volunteers, the Cemex team covered a large area from Halkyn Church to Milwr Road.

👏 Well done to the team of Cemex drivers who worked hard during the day: Kate Herd, Chloe Walker, Alex Brown, Matt Lurz, Nigel Roberts, Kevin Roberts and Mel Williams.



One of the organisers, Mavis Jones, thanked the Cemex team for their support and for being a big part of the local community.

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.



## Supporting Future Football Stars



Cemex's Concrete Products business at our Dove Holes plant is proud to be a sponsor for their local Whaley Bridge Athletic Under-13s football team.

Sponsorship provides them with brand-new kits and training jackets for the season. As a company that values community and youth

development, we are delighted to support young athletes as they continue to grow both on and off the pitch.

To celebrate the partnership, Paul Kania-Miller, Operations Manager (seen in the photo), attended a recent match to see the team in action. The game was an exciting display of skill and teamwork, with Whaley Bridge Athletic securing a 7-1 victory. The players proudly wore their new kits, showing both confidence and determination throughout the match.

Following the impressive win the team presented Paul with a framed picture as a token of appreciation, which will be displayed in the Cemex office as a reminder of our commitment to supporting local sports. Paul commented on the day: "It was fantastic to watch the team play and see their passion for the game. Supporting young talent in the community is something we at Cemex are really proud of, and we look forward to seeing Whaley Bridge Athletic go from strength to strength in the future."

Cemex wishes the team the best of luck for the future and is excited to continue supporting Grassroots football in the community!

## Brian is Ultra Marathon Man!

Brian Peters, Shift Manager at our Rugby Cement Plant, is planning to run an epic 100K Ultra Marathon in July to raise funds for Great Ormond Street Children's Hospital and in memory of his son Jack.

His 100K, 62 mile run will take Brian around the Gower Peninsula in South Wales on 23<sup>rd</sup> July, and he would really appreciate your support to raise money for a charity which is very close to his heart.

Brian explained: "Great Ormond Street Hospital Children's Charity (GOSH Charity) and Sparks (of which GOSH is combined with) needs donations for research into childhood illnesses and support for families in bereavement, so any money I can raise will greatly help in these areas. I appreciate any amount no matter the value. Our son Jack would have been 27 years old so this is the right time to announce this challenge, celebrate the joy he gave us for the precious time he was with us, and attempt the challenge in his name, as always helping me raise my bar higher than I ever thought I could."



If you would like to support Brian's epic challenge, head over to his JustGiving page here: <https://www.justgiving.com/page/brian-peters-4>. Thank you.





## New EMEA President Visits the UK

In March our UK operations were very proud to welcome Jose Antonio Cabrera to our Rugby Cement Plant and Dove Holes quarry, before he took up his new role as President of our EMEA region on 1<sup>st</sup> April 2025.

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 the following day 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.

Commenting on his visits Jose Antonio said: "I was delighted to take the opportunity to visit Rugby Cement Plant and Dove Holes quarry as part of my recent visit to the UK, ahead of taking up the position of President for Cemex's EMEA region. It was fantastic to meet so many knowledgeable and dedicated people across our teams and I'm excited to work with you all to build upon the excellent work that you have already put in place across the UK and wider EMEA region. I was particularly pleased to see the focus on safety across our sites, as well the incredible work that is taking place to make us a more sustainable and competitive business. These achievements have often come against the backdrop of a challenging external environment in recent times and the resilience that you have shown is one that will place us in a great position to capitalise on the future growth opportunities as they arise."

We look forward to welcoming Jose Antonio as he settles into his new post.



## Support for Common Sleep Problems

Sleep is a critical component of overall health and well-being. Here are some statistics highlighting sleep patterns and issues in the UK:

- **Prevalence of Sleep Problems:** Approximately 30% of UK adults experience sleep problems. Additionally, 10% suffer from chronic insomnia, characterised by difficulty sleeping at least three nights a week for over three months.
- **Sleep Duration:** The average UK adult wakes up twice a night, with common disturbances including temperature discomfort, stress, and a snoring partner. Only 36% achieve the recommended eight hours of sleep, while 47% typically get a maximum of six hours.
- **Impact on Well-being:** A study involving 2,000 UK adults found that 48% reported significant improvements in overall well-being when achieving a decent night's rest. However, only 31% have adjusted their sleep schedules to align with their fitness goals.



Do you suffer from any of the following? If so you may be suffering from insomnia.

- find it hard to go to sleep
- wake up several times during the night
- lie awake at night
- wake up early and cannot go back to sleep
- still feel tired after waking up
- find it hard to nap during the day even though you're tired
- feel tired and irritable during the day
- find it difficult to concentrate during the day because you're tired

If you have insomnia for a short time (less than three months) it's called short-term insomnia. Insomnia that lasts three months or longer is called long-term insomnia. Short term insomnia can be helped with self-care techniques, some of which are listed below. However, if you have long-term insomnia you will benefit from speaking to a doctor.

### Support for self-care

If you are experiencing sleep problems, consider trying some of these apps and podcasts:

#### Apps

For improving sleep consider trying any of the apps which offer features like meditation, sleep stories, soundscapes, and sleep tracking to help you fall asleep and stay asleep.

To access all these apps, either open the website and use the app store link, or search by the app name in your device's app store.

- **MyPossibleSelf App**

Included within our Cemex Employee Assistance Programme Care First, the My Possible Self (MPS) App is free to download and can help reduce anxiety, stress and low mood. The app also has tools, information and support you need to make positive changes, plus direct links to our Employee Assistance Programme. <https://www.mypossibleself.com/>



- **Sleep Cycle**

Tracks sounds and movements during sleep to analyse patterns and offer recommendations.

<https://sleepcycle.com/>

- **Sleepio**

An NHS-recommended app that uses Cognitive Behavioural Therapy (CBT) techniques to help improve sleep patterns. It offers a series of meetings with a virtual sleep expert. It incorporates your unique needs to create a customised six-week programme that you complete at your own pace. Each session builds on the last, guiding you step-by-step through methods proven to help you quiet your racing mind, reshape your behaviours, and get better sleep – all in about 20 minutes per week.

<https://www.sleepio.com/sleepio/nhs/391#1/1>

- **Headspace:** Known for meditation, but also offers sleepcasts, bedtime stories, and soothing music to help calm the mind.

<https://www.headspace.com/sleep?origin=navigation>

- **Calm:** A popular app for sleep and meditation, offering tools to quiet the mind, relax, and improve overall mental well-being.

<https://www.calm.com/>

- **Pzizz:**

An NHS-recommended app that uses music, voice, and sound effects to calm the mind and reduce anxiety, helping users sleep better.

<https://pzizz.com>

### **Podcasts for Sleep Education and Support:**

- **Sleep On It (The Sleep Charity):**

This podcast, hosted by Dr. Sophie Bostock, explores sleep issues with expert guests, covering topics like ADHD, women's health, and children's sleep. Visit The Sleep Charity website.

<https://sleeponitpodcast.podbean.com/e/introducing-sleep-on-it/>

- **Say Goodnight to Insomnia (Royal Surrey NHS Foundation Trust):**

This podcast provides information and support for people with insomnia, addressing common challenges and offering practical tips.

<https://www.royalsurrey.nhs.uk/saygoodnight/>

- **BSS Podcast (British Sleep Society)**

The British Sleep Society podcast features research and discussions on various sleep topics, including sleep problems.

<https://www.sleepsociety.org.uk/bss-podcast/>

- **Nothing Much Happens**

This podcast features bedtime stories with minimal plot, designed to lull listeners to sleep.

<https://www.nothingmuchhappens.com/>

- **Sleep Whispers**

This podcast offers whispered audio, including stories, meditations, and trivia, to promote relaxation and sleep.



<https://sleepwhispers.com/>

- **Get Sleepy**

This podcast combines storytelling with calming music to create a tranquil bedtime atmosphere. Its soothing narratives and gentle soundscapes are designed to help listeners relax and drift into sleep.

<https://getsleepy.com/>

- **Sleep Wave**

Featuring meditations, stories, and hypnosis, this podcast aims to help listeners relax and fall asleep within minutes.

<https://sleepwave.fm/>

- **Sleep Matters**

This podcast includes ASMR, dull debates, meditations, and bedtime stories designed to help listeners relax and fall asleep.

<https://podcasts.apple.com/gb/podcast/sleep-matters-from-dreams/id1460236796>

These resources should provide a good starting point for anyone looking to improve their sleep. Do you have any specific sleep issues you're trying to address?

📄 You can find a poster with QR codes to all of these apps and podcasts, both at the end of this document and on the UK News website: <https://cemexuknews.co.uk/downloads/download-info/support-for-sleep-issues/>

📌 Please share the poster on your workplace notice boards and wellbeing boards

**Important Note:** While those struggling with sleep issues can find numerous self-help techniques to improve these, people suffering chronic sleep deprivation may need additional support, and if so you should seek help from a GP.

By making sleep health a priority, we can improve our overall wellbeing and lead healthier, more productive lives. Take this opportunity to evaluate your sleep habits and explore the resources available to help you achieve better sleep.

## Thanks For Your Effort – February 2025 Winners

Congratulations to the February 2025 Thanks For Your Effort winners. This time there were two category Winners.

- **Andrew Richmond, UK Communications Manager; Dan Bateman, Strategic Haulage Manager and Matt Baker, National Support System Specialist** for delivering a successful Cemex UK wide 'After The Crash,' Health & Safety campaign.
- **Michael Cox, Facilities Coordinator, CBRE** for frequently going above and beyond to provide "excellence in service" for all Cemex supported locations.



### 'After The Crash,' Health & Safety campaign.

Andy, Dan and Matt were nominated by Dave Hart, Supply Chain Director, for preparing the UK wide Road Safety Week Health & Safety campaign. The team worked together to design the campaign



around four impactful videos that were accessible via both a weblink and QR code and produced on a series of posters to be displayed at our sites to help promote road safety awareness. The campaign required significant planning to ensure it reached all parts of our UK operations during the week-long campaign.

The team worked tirelessly in the lead up to the campaign week to ensure the materials were ready and distributed to all parts of our operations. Each day we were able to share a different video showing just how life-changing road traffic accidents can be. During the week we had close to 3,000 individuals who accessed the videos (via QR codes) as well as many of the Managers and their teams engaging with Drivers on their sites helping to promote road safety awareness.

The whole campaign was a real success with numerous employees being visible in the Operations engaging with Hauliers, sharing the key messages and discussing the videos. The campaign reinforced the message that safety of our employees and our contractors is our No. 1 priority.

### **“excellence in service”**

Michael was nominated by Natasha Page, Facilities Manager, Cemex UK Head Office, for frequently going above and beyond to provide an excellent service for all of Cemex supported locations. On many occasions Mike has worked well beyond and outside of his contracted hours, sometimes returning to the office late in the evening or at weekends to resolve problems, or to ensure the building service is functioning at its best for the inhabitants.

He is always courteous, professional and quick to respond and to implement actions. He is also very approachable and adaptable to all situations.

### **Thanks For Your Effort – February 2025 Nominees**

More thanks go to our fantastic colleagues nominated for the February 2025 Thanks For Your Effort award for showing exceptional dedication and going above and beyond their day jobs.

They are:

**Keith Brodie, LGV Driver; Stuart Brown, Plant Manager and Ryan Ball, Plant Operative**, nominated by Roger Taylor for their focus on customers. The Via Nova was drying sand for the Dry Silo Mortar plant as the usual supplier had a major breakdown and couldn't supply. Whilst drying this sand we too had a break down resulting in all three employees working far longer than they were due to, with no notice. Due to their actions the reputation of Cemex was intact and the customer got what they ordered.

**Nigel Ponton, UK Fleet Engineering Manager; Grant Garner, Logistics Supervisor; Alan Flippance, Supply Chain Compliance Officer and Darrell Collins, Lead Driver**, nominated by Rob Wilkinson, Supply Chain Logistics Manager, for ensuring safety, pursuing excellence and working as one Cemex. Across the Aggregates and Cement businesses the Supply Chain team organised a Driver of the Year event, in recognition of the best Safe and Economical drivers. The team had numerous meetings with the venue ahead of the event including writing SSOW to ensure all the activities were safe to perform. They then went to the venue the day before to set up, organised the accommodation for the competitors, sponsors contributions and led a number of activities on the day. This was all on top of maintaining their day jobs. The event was a huge success but was only achievable after the tireless and hard work put in before and during the event.



**Ryall Quarry Operatives Oliver Hopkins and Simon Cook**, nominated by Mike Roberts, Quarry Manager, Ryall Quarry, for ensuring safety, pursuing excellence and working as one Cemex. At Ryall the excavation area is alongside the River Severn in Worcestershire. Following storm Bert the River Severn rose in a way never seen before; at times it was rising at approx. 140mm in 15 minutes. Concerned about Cemex equipment worth approx. £350,000 (two telestackers, one loading shovel and a fuel bowser) being affected by possible flooding, Mike called Oliver and Simon on Sunday evening asking if they could meet me at site and remove all the equipment into a safe area out of the potential flooding. Both did not hesitate to support Mike and together they were able to safely move the equipment.

## Materials Roadshows are rolling



During the past few weeks Lex Russell, MD Materials UK, has delivered his Materials Roadshows at Sheffield, London, Southampton, Wick and Luton. With more sessions to be planned, so far over 150 people across the five locations have joined Lex. The Roadshows include an update on health, safety and wellbeing, an overview of business performance, employee and customer engagement, Future In Action, plus a look ahead to 2025. Colleagues also have the opportunity to ask Lex any questions they have about our business.

Lex commented: "It's been a real pleasure for me to meet with colleagues from across our Cemex UK business in the south of the UK. It's always an enjoyable experience to get together with so many people who care passionately about what we do and to celebrate our successes, whilst also focussing on our priorities for the current year. On a personal level the most important thing for me is to get the opportunity to "catch up" with such a large group of employees as I visit sites across the UK. I learn so much about the great achievements being made and the challenges that we face. Thank you to everyone who has participated so far, and I look forward to meeting with more colleagues on the roadshows in April."

This week, while together for the Wick Roadshow, colleagues also joined our new President of our EMEA José Antonio, for his first EMEA Health & Safety Webinar. José Antonio highlighted the importance of our efforts reminding us that everyone must stop if they don't feel safe. We are also empowered to stop others if they are at risk. It's crucial to remember that no production need comes before safety.

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

## Celebrating Long Service Awards

We would like to send huge congratulations and thank you to the following colleagues for reaching long service milestones in March and April 2025.

👏 We appreciate all your contributions and hard work over the years:

- ❖ Paul Gasson, Plant Manager in Hertfordshire, celebrated 25 years in March



- ❖ Simon Kirk, Fitter in Derbyshire, celebrated 25 years in March
- ❖ Kevin Johnston, Senior Quarry Operator (Nights) in Derbyshire, celebrated 25 years in March
- ❖ Allan Needham, Operative in Conwy, celebrated 25 years in March
- ❖ Darren Stevens, Service Engineer in Derbyshire, celebrated 25 years in March
- ❖ James Bowman, Operative in Staffordshire, celebrated 15 years in March
- ❖ Kevin Millington, Plant Manager in Merseyside, celebrated 15 years in March
- ❖ Gary Hayhurst, Asphalt Plant Manager in Lincolnshire, celebrated 40 years in April
- ❖ Dominic Hallam, Multi Skilled Operative in Derbyshire, celebrated 25 years in April
- ❖ Neil Plant, Quarry Manager in Derbyshire, celebrated 25 years in April
- ❖ Gareth Fenna, Quarry Manager in Staffordshire, celebrated 25 years in April
- ❖ Robert Symons, Class 2 Driver in Berkshire, celebrated 25 years in April
- ❖ Kurt Cowdery, General Manager Marine in Hampshire, celebrated 15 years in April
- ❖ Virginia Spencer, Customer Service Manager Dry Mortar in the West Midlands, celebrated 15 years in April

## Rail Partners Reception



Cemex's Dave Hart, Mark Grimshaw-Smith and Dan Mann were recently invited to Rail Partners Westminster Reception at the House of Commons. This provided an excellent opportunity for Cemex to highlight our expertise in the sector with representations from Dave Hart, Supply Chain Director, and Mark Grimshaw-Smith, recently appointed Non-Executive Director at Logistics UK.

The reception brought together industry leaders, policy specialists, politicians, and civil servants all on the same track to discuss the challenges and opportunities for rail freight in the coming months and years. It is important that Cemex are represented given our significant investments in rail, and our growth strategy for the industry. Making the case for a means of transporting significant volumes of materials in both a safe and sustainable way, which also enables growth across every region of the UK and facet of the economy is a priority for Cemex's political engagement efforts, therefore it's important for us to be represented at these events.

All major parties were represented which was an excellent sign of the political recognition of cross-party consensus and long-term strategy needed to deliver investment and growth in the rail freight sector.

## What is the Spending Smarter Project?

Last year, our CEO launched the Spending Smarter Transformation to improve our spend management and strengthen our procurement practices.

Spending Smarter will:

- Simplify and streamline processes for efficiency
- Achieve significant cost savings through better spending practices
- Implement new technologies and automation to enhance services
- Provide specialised training to equip our teams with necessary skills

Welcome to  
**Spending  
Smarter**



The initiative is crucial to our 2025 business plan and Cemex's long-term future.

🎥 Watch the video [HERE](#) with detailed information about the Transformation and how it will impact everyone in our business.

### Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
49-03-2025	Mechanical Shift Technician	Cement Operations	Rugby Cement Plant	04/04/2025
50-04-2025	Supply Chain Dispatch Controller	Supply Chain	Rugby Cement Plant	15/04/2025
51-04-2025	Operator/ Maintainer x 2	Cement Operations	Rugby Cement Plant	15/04/2025

### 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](mailto: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.







# SAFETY ALERT

## CONTRACTOR HAND INJURY

### DETAILS OF THE INCIDENT

An upgrade project at a Block Plant included installation of two vertical strapping machines. The coils of plastic strapping that feed the machines weigh approximately 70kg, therefore, a jib crane with electric hoist and lifting attachment is required to lift the coils onto their holders.

As part of the commissioning of the jib crane, two Service Engineers were carrying out deflection tests, an activity which involves putting a weight on the lifting hook and travelling the trolley across the runway beam. One Engineer was at height in a mobile elevated work platform inspecting the beam, while the other Engineer controlled the movement of the trolley via a pendant control at ground level. As the Engineer at ground level operated the trolley to travel slowly across the beam, the Engineer inspecting the runway beam had hold of the beam, with his hand too close to the trolley and the trolley trapped the end of his index finger. The resulting wound had to be closed with dissolving stitches.

### HOW COULD THIS HAVE BEEN AVOIDED

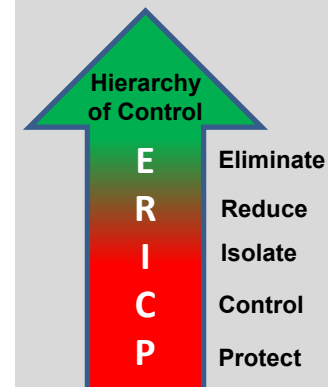
- Encourage contractors to adopt a STOP & THINK mentality by carrying out pre job risk assessments before tasks commence and again if there is a change in working method.
- Ensure risk assessments and method statements consider key activities where coordination and communication needs to be clear; both Engineers should have communicated with each other before operating the crane to ensure they were clear before carrying out the deflection test.
- Ensure we STEP IN / Take 5 Together if we see anyone who may be at risk of injury.

### KEY REVIEW POINTS

- Do the RAMS/SSoW detail how of to carry out commissioning procedures. In this case, the procedure of how to carry out a deflection test in detail.
- Do contractors need 2-way portable radios when carrying out tasks at different height levels.
- Ensure pre job risk assessments are carried out (e.g. Take 5) before tasks start to ensure all hazards and risks have been identified and necessary precautions are in place.

### KEY FINDINGS

PPE	The Injured was wearing the correct PPE including gloves.
Training	Both Service Engineers are competent and approved vendors; however, they are not assigned to MP Connect for individuals.
Compliance	A Permit to Work was issued and specific risk assessment and method statement (RAMS) completed.
Risk Assessment	RAMS did not identify risk of hands being 'in the line of fire' or highlight the need for effective communication.
Supervision	Ensure periodic supervision checks are carried out on Contractors.



### Look after yourself and each other

Don't let anyone act unsafely, always stop unsafe practices.

### Safe Systems

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



STOP THINK ACT



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



### Partnership Update

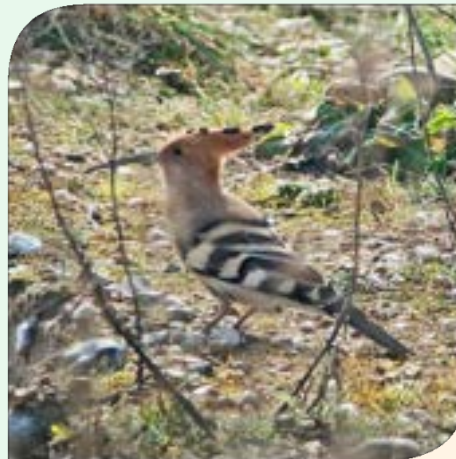
By Carl Cornish, RSPB Senior Business Conservation Adviser

I visited Denge Quarry on the Dungeness Peninsula earlier this week with Sean Cassidy, Cemex EMEA Biodiversity Manager. It feels like the end of the world in this landscape where land, sea and sky all seem in such proximity to each other. Like a stony beach stretching inland, this is a unique and rare habitat. Vegetated coastal shingle is a specially protected habitat in England. It's a fragile habitat but its plants must be tough to survive where water and nutrients are scarce and there's little shelter from the elements.

There is a history of past quarrying on the Peninsula, creating waterbodies used by birds, such as at the nearby RSPB Dungeness reserve. Most of the area is now a National Nature Reserve.

I was hoping to see some Spring migrant birds, but didn't expect a Hoopoe – see photo right! It's a colourful and funny bird (crest on its head, floppy flight), about the size of a dove, it's a rare migrant in the UK.

More expected (but still special) birds seen were Lapwings on the islands; Great Crested and Little Grebes, Shelducks, Gadwalls on the lake; Kestrel, Stonechats and Skylarks around the margins.



Hoopoe – spotted at Denge Quarry



Denge Quarry



Denge Quarry

### Actions for Nature

#### Enter our new competition!

We're excited to invite you to take part in the 2025 Cemex/ RSPB Partnership Competition: **"Giving Nature A Home"**.

Across our Cemex UK sites, whether quarries, plants, wharfs, or offices, many of you have taken fantastic steps to support wildlife and biodiversity, from installing bird feeders and bug hotels to creating reptile refuges and wildflower planters. This new competition is all about celebrating these efforts and encouraging even more ways to give nature a home! Continued on page 2.

## Walk on the Wild Side Day - 12th April

By Carl Cornish, RSPB Senior Business Conservation Adviser

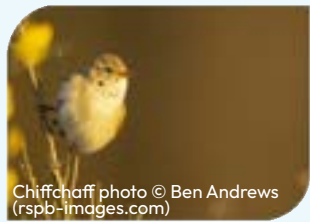
Walk on the Wild Side Day is coming on Saturday April 12th, inviting you to embrace the untamed beauty of the great outdoors. Whether you're a seasoned explorer or simply crave a breath of fresh air, this day beckons you to leave the beaten path behind and embark on an exhilarating journey into the wilderness.

Spring is a great time of year to go for walk to see the great reawakening of nature. I especially enjoy hearing the birds sing, and that the variety and volume of song increases as resident birds are joined by summer migrants from late March onwards.



Chiffchaff drawing © Mark Langman (rspb-images.com)

One of the earliest Spring migrants to return in March and start singing is the Chiffchaff. This is a species of warbler, a family of birds known for their songs; warble means a song or to sing. Bird song can seem difficult to learn, but here the Chiffchaff is very helpful in singing its name – two alternating notes that sound like 'chiff chaff'. Part of its Latin name means money counter; its song was thought to sound like the chink of coins from one pile to another. It's a common summer migrant and likes areas with trees. So, see if you can hear a Chiffchaff this Spring.



Chiffchaff photo © Ben Andrews (rspb-images.com)

...continued from page 1

### How to enter our new competition

We have some great prizes to be won so we'd love to hear and see how your site is **giving nature a home!** With a **closing date of 30th June 2025**, you have plenty of time to send us your photos from your sites, showing your homes for nature. But you also have lots of time to **introduce new homes for nature to your sites**, and we've shared some ideas below to help you. Bonus points will be earned by reusing and repurposing materials to create your homes for nature.

### How to enter:

📷 Send your photo/s to

[gb-communicationsandpublicaffairs@cemex.com](mailto:gb-communicationsandpublicaffairs@cemex.com) by 30th June, along with the following information:

- Details of the site and location
- What is your home for nature
- Why did you introduce it on your site
- What you have seen (wildlife activity, changes in biodiversity, etc.)



For **full instructions** on how to enter the competition, inspiration for making your site's home for nature, and details about the judging criteria, please download our PDF by scanning the QR code here, or clicking this link [HERE](#).

## Success at the MPA Quarries & Nature Awards

The role that quarrying can play in nature recovery and biodiversity gain was celebrated at the recent *Quarries & Nature 2025* awards ceremony hosted by the Mineral Products Association (MPA).

In the *Biodiversity – Innovation* category, Cemex UK were runners up for the conservation grazing using a 'virtual fence' at Rugeley Quarry near Cannock Chase, Staffordshire. The certificate was proudly received by Alex Finn, Cemex UK Restoration Manager.

Willam (Bill) Newton, Quarry Manager, proudly received an award for his personal dedication and contribution to enhancing biodiversity at Willington Quarry, for his work with black Poplar trees.

And finally, the Cemex and the RSPB won a joint award recognising the 15-year conservation partnership between Cemex and the RSPB.

You can read all about the event [HERE](#).



### 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](mailto:gb-communicationsandpublicaffairs@cemex.com)



# 2025 COMPETITION

## Giving Nature a Home



**Open to All Cemex Sites!**

**Have you given nature a home at your site?**

Whether it's bat boxes, bird boxes, bee hotels, bug hotels, reptile refuges, hedgehog boxes, Sand Martin banks, wildflower planters...

**Send in your photos**

**Enter a wildlife home that is new, or something that's been on your site for a while.**



**Enter to Win**

### How to Enter:


Tell us:

- What you have done
- Why you did it
- What you have seen
- What else you'd like to do on your site
- Include photos of your project!
- Closing date - 30th June 2025



**Win!**

Prizes for  
top 3  
winners



Send your entries to:

[gb-communicationsandpublicaffairs@cemex.com](mailto:gb-communicationsandpublicaffairs@cemex.com)



**CEMEX**



# Self-care support for Sleep Issues



## Apps



### My Possible Self

Included within our Cemex Employee Assistance Programme. Helps reduce anxiety, stress and low mood.



### Sleep Cycle

Tracks sounds and movements during sleep to analyse patterns and offer recommendations.



### Sleepio

Uses Cognitive Behavioural Therapy (CBT) techniques to help improve sleep patterns.



### Head space

For meditation, but also offers sleepcasts, bedtime stories, and soothing music to help calm the mind.



### Calm

For sleep and meditation, offering tools to quiet the mind, relax, and improve overall mental well-being.



### Pzizz

Music, voice, and sound effects to calm the mind and reduce anxiety, helping users sleep better.

## Podcasts



### Sleep On It

Explores sleep issues with expert guests, covering topics like ADHD, women's health & children's sleep.



### Say Goodnight to Insomnia

Information & support for insomnia and offering practical tips.



### BSS Podcast

Research and discussions on various sleep topics.



### Nothing Much Happens

Bedtime stories with minimal plot, designed to lull listeners to sleep.



### Sleep Whispers

Whispered audio, including stories, meditations, and trivia.



### Get Sleepy

Storytelling with calming music.



### Sleep Wave

Meditations, stories, and hypnosis.



### Sleep Matters

ASMR, dull debates, meditations, and bedtime stories.



### Cemex EAP

 CEMEX