



Welcome to UK News
1st May 2025
Your bi-weekly update from around Cemex UK
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HEALTH & SAFETY

Latest Safety Alert - Mixer Truck Mounting Bolt Failure (HiPo)



In January we circulated an Alert detailing a high potential incident where 8 out of 12 mounting bolts securing a mixer truck drum to the gearbox were missing; it is a concern to have to circulate a second Alert on the same topic, relating to a very similar recent high potential incident, where only three remaining bolts secured a mixer truck drum in place.

This Alert highlights the importance of regular/robust inspection and defect reporting schemes in accordance with manufacturers' recommendations, correct maintenance procedures and pre-use checks, requirements that are common to most of the equipment we operate.

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

Please take the opportunity to stress to your teams the benefit of reporting high potential incidents and the importance of carefully considering the learning points included in Safety Alerts, to identify whether there are any gaps in local safety practices and, if so, what action is required to reduce any shortfalls... let's not wait for someone to suffer a serious injury before we learn from experience.

✦ 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>

Celebrating ZERO LTIs



Congratulations to both the UK Materials North West and the entire UK Aggregates teams who have recently celebrated 2 years LTI free. These fantastic milestones also mean that the whole UK Materials business also celebrates 2 Years LTI free.

Thank you to everyone for looking after yourselves and each other and making Health and Safety your number one priority.

“A Phenomenal Day”



On World Day for Safety and Health at Work this week our Rugby Cement Plant Health & Safety team organised some amazing health, safety and wellbeing activities for over 300 colleagues and contractors who are currently working on the site's six-week maintenance shut down.

For the day shift workers, everyone on site was treated to a free lunch during which ambassadors from a local Prostate Cancer Support Group joined them. They shared information about prostate health awareness and details about local events where people can go to have a PSA (Prostate-Specific Antigen) blood test. It was a hugely successful session, with many questions and information shared.

Details were also shared about Andy's Man Club, a national charity which aims to end the stigma surrounding men's mental health and help men through the power of conversation. Details were shared about local weekly support groups sessions and over lunch, colleagues and contractors had many positive conversations about mental health.

Additionally, some Supervisors held awareness sessions about the use of automated external defibrillators (AEDs) and shared information about the work of local [OurJay Foundation](#), which aims to raise awareness of the importance of having 24/7 publicly accessible automated external defibrillators. The Cement Plant is proudly funding a new defibrillator which will be sited at the plant's main security gate and available for public use.

Taking time out the day, the site Supervisors organised a stand down with their colleagues and contractors, challenging them to share their ideas for making improvements around their site. They discussed the idea that "one small change" can make a difference, highlighting the power of incremental improvements.

The day's activities were replicated for the night shift workers and sharing her thoughts after the successful day Regional Health and Safety Manager, Mary-Ann Macinnes Collins, said: "We have had such a phenomenal day here at the Cement Plant. We've had so many positive conversations about prostate cancer, mental health and raised awareness about using our site's defibrillators. Thanks to everyone at the plant for taking part in these potentially lifesaving conversations."



World Day for Safety and Health at Work – Around the UK

Across our UK Plants many health, safety and wellbeing events took place for World Day for Safety and Health at Work.

Many sites ran awareness sessions about how to use automated external defibrillators or AEDs. This is a device which when used gives a high energy electric shock to the heart of an individual who is in cardiac arrest. This action is called defibrillation, and it plays an essential role in trying to save the life of someone who is having a heart attack. A defibrillator available within eight minutes, can increase the chance of a person's survival by up to 70%.



At the National Technical Centre, thanks to their first aider, Michael Jaye, the team held an awareness session on the use of AEDs, with an engaging demonstration on how to use an AED and how to perform CPR. Colleagues in our Marine business, both in the office and on our Sand Falcon and Cemex Go Innovation dredger ships, also took part in AED awareness sessions with demonstrations on a dummy body.

The Yorkshire Readymix team engaged in safety discussions and conducted a comprehensive walk around of each site. Their stand-down which included plant personnel, sales teams, drivers, and technical staff, colleagues undertook a detailed tour of the site followed by an in-depth safety briefing focusing on potential hazards and best practices. They also shared awareness of their new defibrillators recently purchased for every Plant across Yorkshire, taking time to chat with staff and drivers about knowing where they are located, what to do in an emergency, how to use them, plus the importance of regular checks to make sure they're working and in date. The morning proved to be extremely beneficial, not just in emphasising the significance of safety but also in reinforcing the collective responsibility we all share to actively ensure that safety remains our passion at Cemex.

At our Head Office in Binley, Coventry, the Health & Safety Committee organised for Darrell Collins and James Ward from our Rugby Cement Plant Logistics team to bring a Class 1 Cement tanker to the office. To around 80 colleagues across five sessions, Darrell and James shared the truck's amazing range of safety features aimed at keeping vulnerable road users such as pedestrians and cyclists safe. Colleagues also had the opportunity to sit in the driver's seat to the driver blind spots for themselves - everyone was shocked by how far in front (seven children deep) the driver cannot see! A big thanks to Darrell and James for their support and answering all the many questions they were asked.


Thanks to everyone for looking after themselves and each other.




Action for Happiness – Meaningful May

There are lots of ways to live with purpose, even in difficult times. So, this month let's focus on the things that make life meaningful.

Why not download this month's Action for Happiness calendar to remind you to appreciate the little things in life and find out how they help with your positivity and wellbeing! Feeling part of something bigger is great for our wellbeing.

 The Meaningful May calendar is full of great ideas to bring more fulfilment to daily life.


Each day they give you a little task to try and complete. It could be anything from 'Do something meaningful for someone' to 'Share an inspirational quote'. It's a fun way to keep us busy daily and to give our brains a break.  You can find this Meaningful May calendar at the end of this document and in the download section of the UK News website: www.cemexuknews.co.uk/downloads



Zero4Life – Let's Do it! Our Leadership Commitment



At Cemex, our mission to achieve ZERO incidents and injuries is passionately led by our senior operations leaders, who are deeply committed to advancing Health and Safety. Ensuring that our employees genuinely feel and know they are working in a safe environment is crucial, and our leaders bear the moral responsibility to make this a reality.

By demonstrating visible leadership, providing comprehensive training , addressing unsafe practices and promoting mental health and wellbeing, our leaders can significantly influence the enhancement of Health & Safety at Cemex.



CUSTOMER CENTRICITY

Join the Cemex Global Awards 2025

The Cemex 2025 Global Awards are taking place on 5th May at 4.00pm. Save the date in your diaries. **To register on Zoom click [here](#).**

The essence of Cemex's success lies in the dedication of its workforce. Let's take a moment to acknowledge and applaud the contributions of Cemex employees who are forging a brighter future.

We invite you to join the global event on Monday 5th May where we will honour and celebrate the achievements of our teams in the areas of Health & Safety, Customer Centricity, Sustainability, and Innovation.



One Million Tonnes into Warrington



This week we celebrated the one millionth tonne we have supplied into Warrington depot since it started operating early in 2016 as a 'pop up' depot with a patch of land, a grab and a weighbridge.

Over the years it has become established as a core depot in our North West supply chain. Our Supply Chain team are now exploring opportunities with our partners at DB Cargo to see if we can enhance the storage and move volumes further forward through this important site to support North West customer supplies.

Aggregate is transported by rail from our Dove Holes quarry to our Warrington depot, it is then collected by our customers, direct from the site.

A big thanks goes to our teams from Dove Holes Operations, Rail Supply Chain, DB Cargo and our Commercial colleagues, all of whom have played their part in this success story.



FUTURE IN ACTION

Latest Earthly Matters



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

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

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 April 2025 edition...

- Partnership Update: The landscape-scale conservation approach
- Experience the magic of the Dawn Chorus
- Actions for Nature: A reminder about our Homes for Nature Competition
- No Mow May – leave your grass to grow to benefit nature

Latest Environmental Briefing - out of hours delivery environmental checks



Delivery Drivers and Plant Supervisors.

The latest Environmental Briefing is about out of hours cement delivery environmental checks and the procedure to be followed by both



These checks are essential to ensure legal compliance as they are a condition of our Environmental Permits. Local authority inspectors will check these have been completed during permit inspections and our ISO 14001 auditors also require evidence of completion.

For further details please refer to document at the end of this document and on the UK News website: www.cemexuknews.co.uk/downloads

Photography Competition

To celebrate Earth Day this week we have launched our third Wildlife Photography Competition, open to all EMEA employees.

Cemex actively protects and nurtures biodiversity at all sites through careful environmental management and education. Our photography competition is to celebrate diversity of wildlife at our sites, since every organism is part of an ecosystem which needs protection for a richer, stable and resilient environment as we progress towards being Nature Positive by 2030.



📷 We invite you to capture this diverse world in photographs and participate in the Nature Photography Competition, which we are organising for the third time in 2025.

Please send your photos with descriptions via email to sean.cassidy@cemex.com. Please include your contact details in the email body.

An independent panel will judge the entries, and the best photographs will be awarded prizes. We also look forward to showcasing them on our communication channels, promoting the diverse natural world at our facilities. For more details, you can also reach out to your local Sustainability team. All photos submitted are likely to be used in our internal and external communications channels.

The winners will receive “Nature books” from the El Carmen reserve in Mexico, which is celebrating its 25th anniversary this year.

Competition is open from today until 5th September 2025.

EMPLOYEES

20 New Tipper Trucks!

Cemex UK has recently taken delivery of 20 new DAF XD 410 eight-wheel tippers as part of its ongoing vehicle replacement programme. The new vehicles – featuring DAF’s ‘FAD’ 8x4 axle configuration – reinforce Cemex’s commitment to safety, efficiency, and sustainability while reaffirming its strong and long-standing relationship with DAF Trucks.



The new DAF XD 8x4 tipper fleet delivers a 4-Star Direct Vision Standard (DVS) rating ex-factory. All trucks, which feature bodywork from Wilcox, Thompsons and CBR, were supplied by DAF Dealer Ford & Slater in Leicester. With a fleet of over 100 8x4 tipper vehicles operating across the Cemex's Aggregates fleet, DAF is established as a key truck marque for the building materials business.

The company executed a full evaluation of the DAF XD product alongside whole-life cost projections, with the truck selected based on robust build quality for on/off road operations, cutting-edge safety features, fuel efficiency, and driver-focused cab design.

"The new DAF XD models offer a step change in visibility and overall safety," said Nigel Ponton, UK Fleet Engineering Manager at Cemex. "The truck's 4-Star DVS rating aligns with our commitment to protecting vulnerable road users, while the mirrorless camera technology has exceeded our expectations. After initial apprehension," he said, "our drivers now prefer the digital mirrors, which provide superior visibility and clarity."

Equipped with the PACCAR MX-11 engine, the XD 410 delivers exceptional fuel efficiency, outperforming previous DAF CF models in Cemex's fleet – and also competitor vehicles – in benchmark tests. "With the new XD drive train, we've seen noticeable improvements in fuel economy," Ponton added, "and we're expecting further gains when the vehicles have bedded in after several months. This not only reduces our environmental impact but, of course, also enhances our operational productivity."

"For our drivers, the cab is their office," added Ponton. "We actively involved them in the procurement process to ensure the vehicles met their needs. The spacious cab design, ergonomic layout, and improved visibility create a more comfortable and productive working environment."

Rose Retires to Her Garden

After nearly eight years Rose Widdowson, our lovely Head Office Receptionist, retired on Friday 25th April. Rose had been an absolute joy to see when you walk into the reception, she always had a smile and made an effort to know everyone's names and help everyone. She will be missed.

Rose was delighted to receive some gardening vouchers, a champagne afternoon tea, chocolates and a bird table, and she plans to spend her retirement in her garden.



Joining the Head Office CBRE team on reception is Mandy Carrington, who is looking forward to getting to know everyone going forward.



'Igniting Growth' Conference

Dan Mann from Cemex's Public Affairs team recently represented Cemex at the 'Igniting Growth' conference, hosted by the New Statesman in Westminster, London. This inaugural event convened senior policymakers, including various Members of Parliament who represent Cemex sites, industry leaders, and key stakeholders to explore the Government's vision for stimulating economic growth across the UK, and how business can support and help deliver on these goals.



The conference delved into topics such as the role of technological innovation in unlocking economic opportunities, strategies for attracting capital to future growth industries, and approaches to delivering and financing major infrastructure projects. Discussions emphasised the importance of cross-sector collaboration in driving meaningful change within the British economy, something that Cemex wholeheartedly support.

Our participation underscores Cemex's commitment to staying informed about national economic strategies and engaging in conversations that shape the future of industry and infrastructure development, as well as ensuring we are represented amongst key policymakers, businesses, and over key groups who support economic growth across the country. Insights gained from the conference will inform our ongoing efforts to align with emerging economic policies and contribute to sustainable growth initiatives.

Never Miss an Offer from our Lifestyle Platform



Our Cemex Lifestyle Platform is a great website that gives all Cemex employees exclusive discounts and promotions on a huge number of shops, restaurants, activities and on-line retailers.

Whether it's saving money on your next holiday, shopping at Morrisons, your chicken at Nandos, your furniture at IKEA or your music on iTunes, with a huge selection of 6,000 offers you are sure to find something.

Don't forget to sign up to get regular updates on the latest offers and discounts by email. All you need to do is visit: <http://www.cemexlifestyle.co.uk>, register using your employee number and an email address.

Once you are logged in, navigate to top right, select My Account > Email Preferences > select 'Yes please, keep me up-to-date with your offers and services via email.'



Reordering Hey Girls Products

In 2023 we introduced Hey Girls – an initiative to provide emergency period products across our Cemex UK sites.

We invited sites to apply for a 'Hey Girls' pack in the hope that these will help in times when some of our employees get caught short and may not have these products to hand or don't have enough.

The response was incredible, and many sites are now regularly stocking these.

As a reminder, for sites who have ordered packs, or would like to going forward, to order packs please click on these links to access the ['How To' guide](#) and the [Order Form](#).



Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
63-04-2025	Administrator	Cement Operations	Tilbury	09/05/2025
64-04-2025	Internal Sales Executive	Customer Experience - DSM	Cemex House Binley	02/05/2025
65-04-2025	Class 1 Driver (Tanker) Nights	Supply Chain	Rugby Cement Plant	09/05/2025
66-04-2025	Class 1 Driver (Tanker) Days x 2	Supply Chain	Rugby Plant	14/05/2025

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.



SAFETY ALERT

TRUCKMIXER MOUNTING BOLT FAILURE (HiPo)



DETAILS OF THE INCIDENT

A truck mixer was being loaded with 4m³ of concrete, the first load of the day. Upon noticing a metal-on-metal noise, the driver moved away from the loading bay to investigate the issue. He discovered several of the bolts securing the gearbox and drum had sheared, leaving only three bolts holding the drum in place, see picture 1. A new gearbox had been fitted less than 18 months previously.

On inspecting the remaining bolts in the flange, one was identified as a high-tensile grade 10.9 bolt which is the correct bolt for mounting the gearbox & flange to the drum, while the other was a grade 8.8 bolt, more usually found on mounting brackets that allow for movement. **This high potential (HiPo) incident could have had catastrophic consequences if the drum had become detached.**

KEY FINDINGS

Safe Systems	The recent Safety Alert SA01.2025 relating to a similar incident was shared with both the truck owner and driver; however, it appears regular maintenance inspections were not undertaken as highlighted in this Alert.
Inspection & Maintenance	The truck owner's incorrect maintenance decisions highlight the need for better understanding of potential consequences.
Inspection & Maintenance	Truckmixer drivers should visually inspect the mixer gearbox mounting bolts (picture 2) as part of their daily pre-use inspection, checking for signs of movement or missing bolts.
Tools and Equipment	This type of incident appears more likely to occur following the removal of the drum or installation of a new gear box.

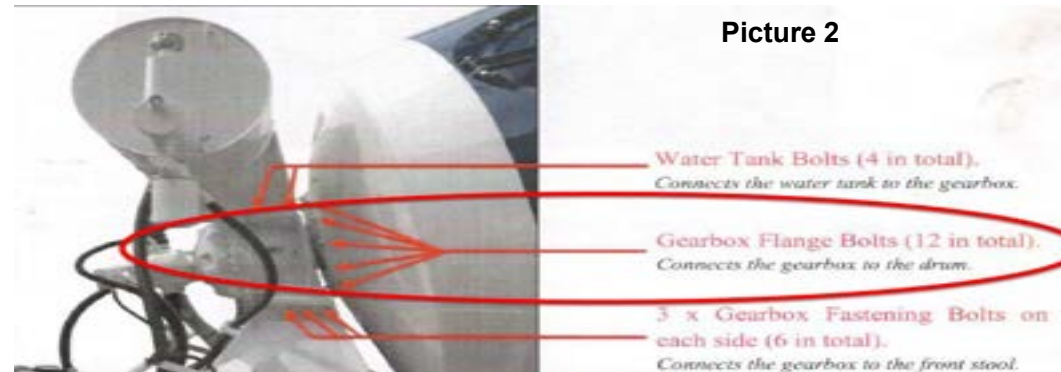
Picture 1



HOW COULD THIS HAVE BEEN AVOIDED

- Operators must ensure they follow manufacturers' maintenance guidance in accordance with the specific equipment operators guide (drivers handbook).
- Best practice is to have this area checked during formal documented safety inspections by the vehicle maintenance provider in accordance with a recommended truck mixer inspection sheet.
- Ensure robust defect reporting and rectification schemes are in place, which should be audited and checked by the vehicle owner. This should include procedures which require the vehicle to stop operating if critical faults are found.

Picture 2



Look after yourself and each other

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

Tools and Equipment

Use the right, well maintained, tools/equipment for the job. Never make do.

Safe Systems

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



STOP THINK ACT

Meaningful May 2025

MONDAY



TUESDAY



WEDNESDAY



THURSDAY

1 Do something kind for someone you really care about

FRIDAY

2 Focus on what you can do rather than what you can't do

SATURDAY

3 Take a step towards an important goal, however small

SUNDAY

4 Send your friend a photo from a time you enjoyed together

5 Let someone know how much they mean to you and why

6 Look for people doing good and reasons to be cheerful

7 Make a list of what matters most to you and why

8 Set yourself a kindness mission to help others today

9 What values are important to you? Find ways to use them today

10 Be grateful for the little things, even in difficult times

11 Look around for things that bring you a sense of awe and wonder

12 Listen to a favourite piece of music and remember what it means to you

13 Find out about the values or traditions of another culture

14 Get outside and notice the beauty in nature

15 Do something to contribute to your local community

16 Show your gratitude to people who are helping to make things better

17 Find a way to make what you do today meaningful

18 Send a hand-written note to someone you care about

19 Reflect on what makes you feel valued and purposeful

20 Share photos of 3 things you find meaningful or memorable

21 Look up at the sky. Remember we are all part of something bigger

22 Find a way to help a project or charity you care about

23 Recall three things you've done that you are proud of

24 Make choices that have a positive impact for others today

25 Ask someone else what matters most to them and why

26 Remember an event in your life that was really meaningful

27 Focus on how your actions make a difference for others

28 Do something special and revisit it in your memory tonight

29 Today do something to care for the natural world

30 Share a quote you find inspiring to give others a boost

31 Find three reasons to be hopeful about the future



ACTION FOR HAPPINESS

Happier · Kinder · Together

Earthly Matters



Cemex & RSPB Partnership Blog April 2025



Welcome to the April 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

My road trip to quarry sites in March with Sean Cassidy, EMEA Biodiversity Manager, included a visit to the large chalk quarry at Kensworth. Thanks go to Gary Hollis for showing us around. It was impressive to see the scale of the operation and the opportunity for restoration to chalk (calcareous) grassland, a priority species in the UK. We discussed how this site can deliver landscape-scale conservation in the north Chilterns by providing more habitat next to Dunstable Downs.

The landscape-scale conservation approach developed as a recognition that nature reserves alone are inadequate in securing the survival and recovery of our biodiversity. It requires action on a larger scale to create more sites that are bigger and better and to connect them. Quarry restoration plays an important role in landscape-scale restoration in creating new sites. By thinking about how sites fit into a wider landscape through linking suitable habitats and targeting key species amplifies biodiversity gains.



Photo: Kensworth Quarry @Carl Cornish

No Mow May

If you are a quarry manager or have grass in your garden at home, you could help by joining the NoMowMay campaign. This has been a popular conservation initiative for several years – leaving your grass to grow for insects during the month of May. But if you then mow on 1st June a lot of good work is undone. Can you embrace the longer lawn to help wildlife? Sadly, many butterfly species are declining, and Butterfly Conservation is asking us to help by doing, well nothing – couldn't be easier! See <https://butterfly-conservation.org/make-your-promise>



Photo: Adrian Radnor, Hereford Plant

Experience the magic of the Dawn

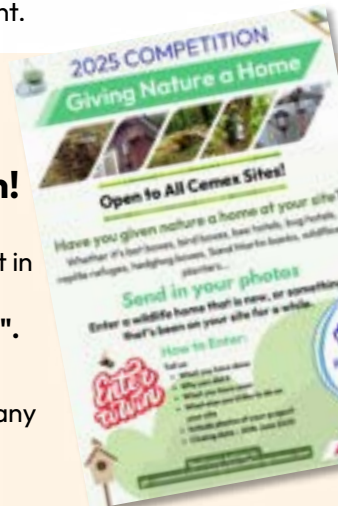
Chorus: A highlight of spring is hearing the birds singing. Dawn is a good time to listen as male birds of different species sing loudly to attract a mate and defend their patch from rival males. For those based at our Head Office, RSPB Middleton Lakes is the nearest RSPB reserve and there is a dawn chorus event with breakfast there on [Sunday 4 May](#) and without breakfast on [Saturday 17 May](#). Elsewhere, check if your local RSPB reserve or Wildlife Trust are running a dawn chorus event.

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! Scan QR code or click [HERE](#) for full details:



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







ENVIRONMENTAL BRIEFING

Out of Hours cement silo delivery environmental checks

Our Environmental Permits to operate require that an environmental record is retained for all silo deliveries to confirm start and finish times of the delivery, weather and wind conditions, dust emission levels and if there have been any issues during the delivery. These records are a legal obligation. The trend towards increased out of hours or extended hours deliveries (EHDs) for cement has led to a number of silo delivery checks not being correctly recorded. This is highlighted in a monthly report circulated by the Operational Excellence Team. The EMS Manual 4 Environmental Work Instruction ENV001b outlines the EHD responsibilities for delivery tanker drivers and site plant managers in carrying out the checks and ensuring that these checks are correctly recorded in the Environmental Logbook which is now retained in CheckProof.

		<ul style="list-style-type: none"> End of delivery: The Driver : -Records finish time and any comments on the EHD environmental form Dampen and clean any spillage or other mess resulting from the delivery Replace silo locking devices Leave the top copy of the completed EHD environmental form on site Ensure that plant equipment is switched off and the gate locked after exiting the site, leaving the key in the pre designated location <ul style="list-style-type: none"> Completion: Plant Manager : - Collect the EHD environmental form and add any further comments Copy the details onto the Daily Environmental Logbook File the completed EHD environmental form for future reference If there has been an emission ensure that the relevant people are notified, forms completed and if necessary the Authorities notified
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It is essential that:

1) EHD Collection box is available	2) EHD form being completed and collected promptly	3) Communication made if EHD forms not being completed or collected	4) EHD form information being transferred to Environmental logsheet in CheckProof
<p>A suitable box must be made available and clearly signposted at all sites accepting out of hours deliveries so that EHD forms left by the delivery drivers.</p> <p>Please alert your manager if a new EHD collection box is required.</p> 	<p>EHD forms must be completed by the delivery driver after each delivery whilst still on site.</p> <p>EHD forms must be collected by Plant Managers from the collection facility ASAP following a delivery to avoid buildups and loss of legally required records.</p> 	<p>If a driver has failed to complete and leave an EHD form in the collection box this must be flagged with the Logistics Team ASAP</p> <p>If EHD forms are not being collected and are building up this must be flagged with the Operations Manager for the site.</p> 	<p>Information from the EHD form must be used to record the silo delivery in CheckProof in the same way it would be completed when a delivery is made in normal hours.</p> <p>MNT002: Daily Dust Log</p> <p>Every Silo Delivery - Silo Delivery Dust Check</p> 

The Logistics Team are progressing plans to streamline the process and eliminate the need for the EHD forms by adding the legally required information to the electronic delivery docket. In the meantime please ensure that EHD forms are completed and left for each out of hours delivery, the forms are collected promptly and the information transferred to the Environmental Log on CheckProof. This ensures that we can react promptly if there have been any environmental issues as well as demonstrate legal compliance to our environmental regulators and auditors.

Thank you for your assistance in ensuring compliance with our legal obligations.

For further details or information, please contact a member of the Sustainability Department.