



Welcome to UK News
15th May 2025
Your bi-weekly update from around Cemex UK
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HEALTH & SAFETY

UK Success at the Cemex Global Awards

A Message from Lex Russell, Chair of the UK Health & Safety Committee

On Monday afternoon our Cemex Global Awards 2025 winners were announced, celebrating the achievements of Cemex colleagues around the world. Various awards recognised excellence in Health and Safety, Customer Centricity, Sustainability, and Innovation.



On behalf of the UK Health & Safety Committee I would like to congratulate our Cemex UK winners and runners-up, for their well-deserved achievements in the Health and Safety categories. Recognition such as this relies on teamwork, and I thank everyone for your continued commitment to following our Health & Safety procedures and behaviours.

I am very proud to see how many UK businesses and initiatives were recognised at the awards on Monday, as this is testament to everyone's commitment to looking after the wellbeing and safety of ourselves and each other.

Thank you for all your efforts and well done!

Here are our UK recognitions:

Zero4Life Contribution Award:

UK Asphalt
UK Building Products
UK Materials
Europe Admixtures

Fit4Life Contribution Award:

UK Wellbeing Strategy Group for Menopause and Neurodiversity Awareness Campaigns

Sector Awards:

Best Performance Concrete Sector	UK Readymix (1 st)
Most Improved Urbanisation Solutions Sector	UK Building Products (1 st)
Best Performance Supply Chain Sector	UK Rail & Sea Supply Chain (2 nd)

Contractor Management Award

Contractor Competence Accreditation – UK

Please continue to always keep Health & Safety your number one priority by looking after yourselves and each other. Please keep sharing your ideas and recommendations for Health & Safety improvements as by implementing your ideas, we can all feel safer at work and return home safely to our families.

If you would like to watch the replay of the Cemex Global Awards and see the full list of winners, please click here: <https://cemex.sharepoint.com/sites/CemexGlobalAwards2>

Thank you for your ongoing support.

UK Readymix Wins Safety Sword



Congratulations to the UK Readymix team who have been awarded the coveted Safety Sword.

We have a long history of prioritising Health & Safety, with the “Safety Sword” being presented to the UK Health & Safety Award Winners since the 1960s.

Over the years there have been significant improvements in Health & Safety standards and greater consistency across the business, thankfully resulting in far fewer injuries. One challenge this has introduced is selecting an overall annual winner of the Safety Sword. Last year the UK Health and Safety Committee agreed to present the Safety Sword based on performance at the Cemex Global Health & Safety Awards.

Extending this practice, it has been agreed that as UK Readymix were recognised recently as “Best in Sector” for Concrete in the Cemex Global Awards, the “Safety Sword” should be presented for 2024 to the UK Readymix Operations. It is fitting that this should coincide with our UK Readymix Operations celebrating 3 years LTI free last week.

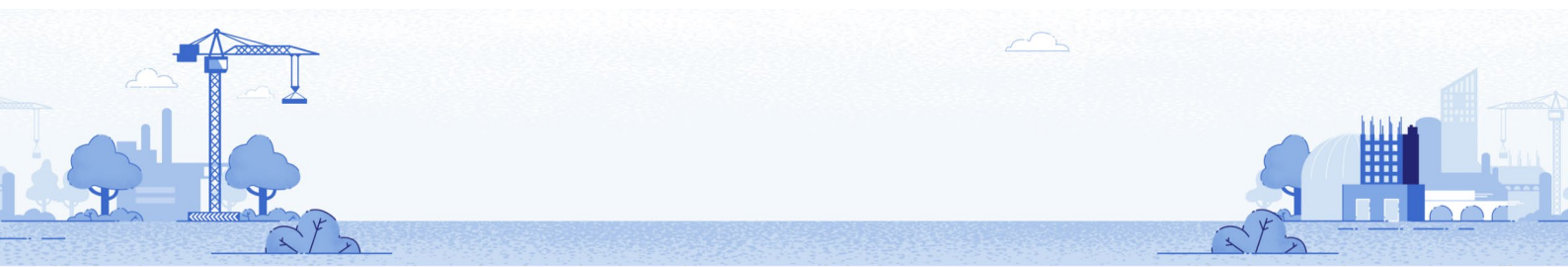
Congratulations go to everyone who has contributed to these achievements and sincere thanks for putting Health & Safety first, ensuring we continue to look after ourselves and each other.

Celebrating ZERO LTIs



This week we've been celebrating several amazing LTI free milestones. Congratulations to UK Aggregates who celebrated 2 years LTI free, to UK Midlands Materials 3 years LTI free and to UK Readymix celebrating 3 years LTI free.

Thank you to everyone for looking after yourselves and each other and making Health & Safety your number one priority. LTI and TRI milestones demonstrate that ZERO is possible, especially in challenging environments and working processes. With the right level of focus and attention to Health & Safety, our Zero4Life objective can be met and sustained.




MPA Launches 'Sharing Good Practice Guide'



The Minerals Product Association (MPA) has published the digital version of the 'Sharing Good Practice Guide 2024'.

This Guide provides a unique summary of the best entries from the 2024 MPA Health and Safety Awards, including the following:

- Foreword by Lex Russell, MPA Chair
- The 8 Topic Awards
- The John Crabbe Trophy
- The Sir Frank Davies Award
- The Eurobitume Award
- 'The Fatal 6' Award
- The MPA Special Award
- The Young Leader Award
- Individual Recognition Awards – 21 Nominations

 You can find the guide online [HERE](#).

Each entry includes a direct link to a short video that highlights the Health & Safety issues addressed by the entry and the benefits that have been delivered.

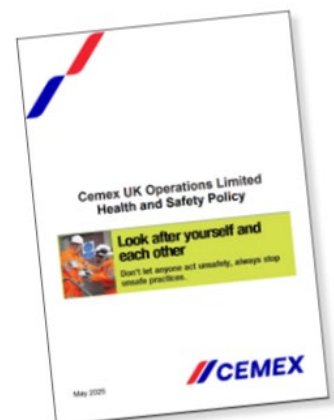
The Guide is an ideal way to quickly review these outstanding innovations in health, safety and wellbeing and to identify those entries that could be adapted or implemented within workplaces to make it safer for all.

Latest Updated Health & Safety Policy

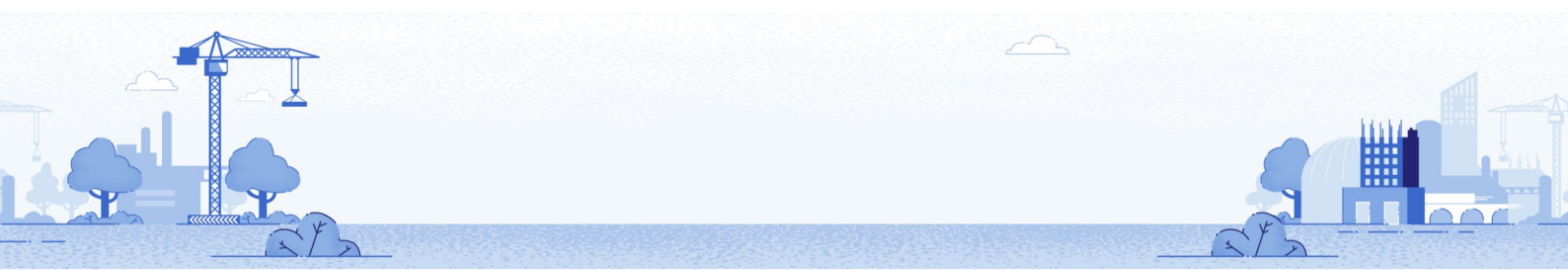
Following consultation with the Statutory Directors of CEMEX UK Operations Limited the latest update of the Cemex UK Health and Safety Policy can be found below.

A review of the existing Policy identified a couple of amendments, primarily relating to reinforcing the need to check individual contractor competency and reference to the Cemex Go – No Go policy for LGVs.

It would be appreciated if you could ask your teams to ensure the latest revision of the Policy is brought to the attention of all employees, with the one-page Policy Statement on page 1 also being displayed on appropriate noticeboards.



 The Policy has been updated in the UK H&S Sharepoint site here: [PDF Cemex UK Health & Safety Policy - May 2025.pdf](#)





Regenera SEAL of Approval for Braintree



Over the last six months Cemex UK's Braintree Mortar plant, part of our Urbanisation Solutions business, has been working towards compliance with the Zero to Waste initiative.

We are now delighted to share that the Braintree team have celebrated becoming the first production plant to meet the certified target level for the Award – congratulations to everyone involved.

On 24th April, the Regenera Seal was presented by Marcelo Catala, VP Urbanisation Solutions, to the team at Braintree. It was received by Andrew Bright (European Operations Manager), Perry Aldridge (Operations Manager), Paula Wright (Production Support Manager), Tom Uden (Plant Manager), Toby Moore (Plant Supervisor), Jack Welham and William Scales (not in picture) Plant Operatives.

The team were delighted to receive the Award in recognition of their hard work and are now looking forward to progressing to the next level.

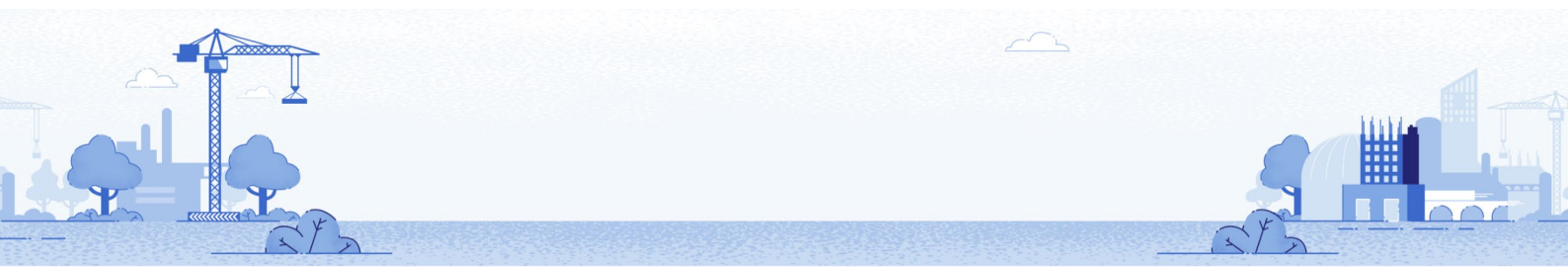
Commenting on the Award Marcelo praised the team on Viva Engage: "Bravo and thank you Dirk, Andy, Perry, Paula, Thomas, Toby, Jack, William and the entire UK Mortars team!! The Regenera Seal recognises Braintree's team commitment to Sustainable Excellence - with a clear focus very evident to me (in all plant metrics and indeed visibly during my visit on site) on Health & Safety (Zero Harm) and Commercial & Operational Sustainable performance (with Zero waste). Well done!! Keep up the great work!"

Cemex Takeover at the Cambridge Science Centre

On a recent takeover day at the Cambridge Science Centre, the Cemex Technical team captivated the attention of approximately 200 young people. The event aimed to educate the next generation about the fascinating world of Concrete and the diverse range of products that Cemex manufactures.

Many young people often struggle to understand the complexities of building and construction. By sharing insights into Cemex's operations and the products they create, the team helped these young minds appreciate the materials that make up their homes and schools. The children were particularly intrigued by the various Concrete cubes on display, which demonstrated the different properties of Concrete influenced by the use of admixtures.

Richard Kershaw, Head of Technical Services at Cemex UK, emphasised the importance of hands-on learning. "It's crucial for young people to see and touch the materials we use in construction. It helps them understand the science behind-structures and the role of Concrete in our everyday lives," he said.



This initiative is aligned with Cemex's commitment to introducing young people to the industry and stimulating their interest in STEM (science, technology, engineering, and mathematics). By providing practical examples of how science and engineering influence the world around them, Cemex aims to inspire the next generation of engineers and scientists.

Engaging with young people in this manner is a significant part of Cemex's social impact activities. The Technical team utilises their skills to support the curiosity of young people, fostering a deeper understanding of the industry and its importance. This engagement helps build stronger relationships with local communities and raises awareness about the diverse career opportunities within the construction sector.

Special thanks to Gilbert Morgan, Simon Cummings, Tracey Carden, and Sukhjit Bharth for coming out and explaining Concrete and Admixtures in simpler terms for young people.

Latest Environmental Briefing - effluent sampling and analysis



The latest Environmental Briefing relates to effluent sampling and analysis. As part of our Environmental Management System and to demonstrate compliance with surface water or trade effluent discharge consents, routine sampling and analysis is required.

This briefing, which you can find at the end of this document and on the UK News download page: www.cemexuknews.co.uk/downloads details the process to follow when undertaking an effluent sample.

Operational Excellence Team Lends a Hand

The UK Operational Excellence team took part in a Lend a Hand day volunteering at Moat House Primary School in Coventry.

Bathed in beautiful sunshine they helped clear out the school's outdoor SUDS (sustainable drainage systems) area which was overgrown with brambles, nettles, weeds and litter which made it unsafe for the children to use.

The area is used for outdoor lessons to teach children about nature, biodiversity and wildlife (including the school's very own bee hives!).

By the end of the day the area was clear and ready to be used again just in time for the summer term! The headteacher was thrilled with the end result and is looking forward to seeing it be used by the pupils once again!

Thanks to Chiedza Mupfumira for organising the event, and thanks to Matt Baines, Steven Coles, Adam Leverett, Mark Charles Beagrie and Akosua Offei from the Operational Excellence team, in helping bring this outdoor space back to life.



Learning, Laughter and Community Engagement

In early May four members of Rugby Cement Plant's Supply Chain team visited two local primary schools, St Oswald's and Cawston Grange, to deliver engaging and educational sessions on road safety.

The Cemex team, including Tracy Booker, James Ward, Matt Baker and Darrell Collins, shared interactive sessions with approximately 120 children aged 7 and 8. They shared information about Cemex and the importance of staying safe around roads, in line with Warwickshire County Council's *Warwickshire Road Safety Code*. Each class enjoyed a creative activity where they designed their own trailer livery and received Cemex branded road safety wrist bands and high-visibility vests - both of which proved to be a big hit!



After Tracy's engaging classroom sessions and a lively Q&A filled with curious (and often amusing!) questions from the children, the pupils then had the chance to explore a real HGV parked in their playground. Driver Trainers, Darrell and James, gave firsthand demonstrations of vehicle blind spots and explained how to stay safe around large vehicles.

The team received great feedback from the schools, with one teacher emailing the following message: "Thank you so much for the excellent visit. The children were all very excited about the trip, and I noticed a sea of yellow as they all wore their hi vis jackets on the way home. The staff all spoke very positively about the visit."

The Cemex team also found the experience just as rewarding as the children did. James said: "This was a fantastic opportunity to engage with children about road safety at such an influential age. The visits seemed to be enjoyed by all that attended, and the children showed a real interest in their safety around HGVs." Tracy also shared: "I really enjoyed doing the classroom session, seeing the children engaging in the session and asking/answering plenty of questions it makes these workshops all worthwhile."

Matt Baker also captured some fantastic photos seen here, highlighting the children's enthusiasm, creativity and excitement - a brilliant way to remember the fun and impact of the visit.

It was a fantastic day of learning, laughter, and community engagement - well done to the team for delivering such a valuable and impactful experience. This initiative was a fitting example of our team living Cemex values through safety education, community support, and teamwork.

A big thank you to Tracy, James, Matt and Darrell for their energy and enthusiasm in delivering such an impactful day.



Nature Around Cemex Europe Newsletter – Spring 2025



The Spring 2025 edition of the European nature newsletter, Nature Around Europe, is now available to read. This is a collection of short stories which give a snapshot of what the Sustainability teams from across Europe have been doing, based around the topic of Biodiversity.

 You can download it [HERE](#).


 Please print off and share on local noticeboards.

EMEA 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.



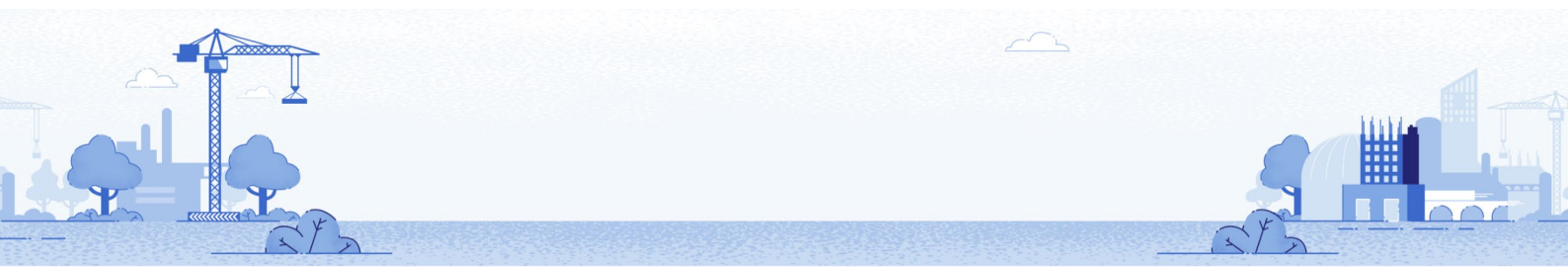
 We invite you to capture this diverse world in photographs and participate in the Nature Photography Competition, which we are organising for the third time in 2025.

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.



PROFITABILITY

One Million Tonnes Milestone



On 14th May the one millionth tonne of Aggregate was loaded and left Dove Holes by rail destined for Small Heath. This was 10 days earlier than last year and is representative of a very positive year so far for rail volumes.

Well done and thanks to all involved. This has only been achieved with everybody from Dove Holes Operations, Rail Load, Supply Chain, Depot Management and Commercial colleagues all coming together to generate the stone and the sales for this important

route to market.

Every train moved takes up to 75 trucks off the UK Roads, supporting our Future in Action climate change strategy.



EMPLOYEES

Get to Know our New CEO



In this candid and insightful interview, new Cemex CEO Jaime Muguiro discusses his background, priorities, and personal life. He shares his vision for Cemex, his journey, and some personal anecdotes that truly highlight his character.

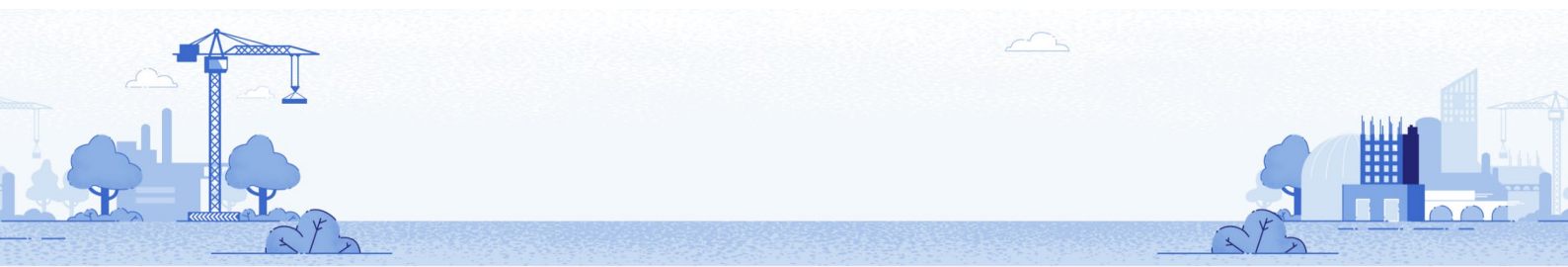
🔊 Don't miss this great interview [HERE](#).

A Message from EMEA Regional President, José Antonio Cabrera

I am thrilled to see that numerous projects from our region have been recognised as winners at the Cemex Global Awards.

Congratulations to everyone for your creativity and dedication, with innovative ideas being implemented across all EMEA countries. Your efforts have led to numerous improvements, and each of you should take pride in our collective achievements and the successful execution of these projects.

Creative thinking is a cornerstone of our business success. Your ideas are instrumental in driving Cemex forward, enabling us to introduce enhanced solutions across our business priorities and which help deliver increased shareholder return and growth in our business.



Your creativity, commitment, and expertise serve as an inspiration to colleagues worldwide. You should take pride in our collective achievements, which contribute to building a better world for future generations.

Once again, thank you for your dedication and outstanding collaboration towards a brighter future. I look forward to continuing to rely on your support.

Mental Health Awareness Week



This week is Mental Health Awareness Week. Every year in the UK one in four of us will experience a mental health problem, but too many of us aren't getting the help we need.

According to the mental health charity Mind, over 2 million people are waiting for NHS mental health services, and

since 2017 the number of young people struggling with their mental health has nearly doubled.

At Cemex UK, we want to create a culture where people feel comfortable to talk to their colleagues if they think they might need help, or if they spot a sign that something is up with someone they work with. Through our Wellbeing campaigns, we aim to provide you with resources that can support you, either to help yourself, or, to help your colleagues.

Earlier this year we ran our Time To Talk campaign, encouraging you to take time out to have a chat with your colleagues, ask them how they are doing and make those first steps towards being there for each other.

Talking is important. It's how we share ideas, work together, and build friendships. It's also how we ask for help when we need it. Sadly, that can sometimes feel really difficult. We might not know who will listen or even know who to share our worries with when we need to. And when it comes to talking about mental health, that can be even harder.

To support you, we've shared a number of resources in the links below.

✂ Please use these within your teams, and share on your workplace notice boards, or Wellbeing notice boards.

[How to have conversations around mental health](#)

[Cemex Employee Assistance Programme](#)

[Mental Health - Online Signposting](#)

[Tip for helping](#)

[Andys Man Club - It's OK to talk](#)

Scan this QR code to
access our Mental
Health resources, for
support for yourself,
your friends, families
or colleagues



Dave Hart Appointed to UK Government's Freight Council



The UK Government's Freight Council has welcomed Dave Hart, Cemex's UK Supply Chain Director, to provide essential industry insights and address challenges in the multimodal freight and logistics sectors. This appointment highlights Cemex's position as a foundational industry that helps to underpin the UK Government's growth agenda across house building, construction and infrastructure.

Dave Hart emphasised Cemex's unique position in the freight sector: "Cemex occupies a particularly unique position within the freight sector utilising road, rail, river and sea to transport essential building and construction materials that support housebuilding, commercial developments, renewable energy and other essential infrastructure projects across the UK.

As well as manufacturing significant volumes of precast concrete rail sleepers on which the UK's national rail network lays its track, Cemex also then utilises this rail network to transport its materials and products to its customers – acting as both supplier and end-user."

The Freight Council, a collaboration between government, business, and trade associations, aims to optimise the freight sector's contribution to the national freight network, net zero goals, planning, skill development, and technological advancements.

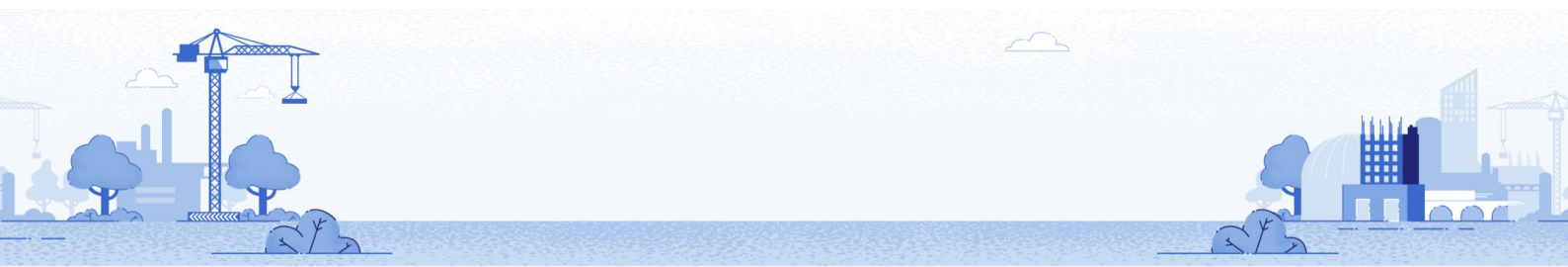
Read the full press release [HERE](#).

Marine Team Scale Ben Nevis

Over the weekend of 10th and 11th May members of our UK Marine team took on the challenge of scaling Ben Nevis, a bucket list item for Susie Taylor, Crewing Logistics and Training Coordinator.

Along with colleagues Joe Holcroft, Resource Manager; Kevin Fooks, Marine Supply Chain Analyst and Will Bridge, Marine Logistics Coordinator, Susie and the team completed the challenge over the weekend enjoying great conditions. Congratulations on their fantastic achievement and their great team building activity.

Susie Taylor also celebrates 15 years of service with Cemex as of 1st June 2025. Thank you from the business for her commitment and achievements during her time so far.



'Rise of the Supercluster' Event at Westminster



Dan Mann from the UK's Public Affairs team recently represented Cemex at the 'Rise of the Supercluster' event, held in the Churchill Room of the Palace of Westminster. Hosted in partnership with MIRA Tech Park, the evening brought together leading voices in business, technology and policy to discuss the economic potential of the West Midlands as a hub for high-growth industries.

Keynote remarks were delivered by the Rt Hon Greg Clark MP, who praised the West Midlands' innovation credentials and highlighted the need for the region to amplify its voice in Westminster and beyond. Rachel Taylor MP also offered her support as co-sponsor of the event.

It was great to catch up with Rachel Taylor MP following her visit to Cemex's Coventry Exhall Concrete Plant earlier this year, and to reinforce our position as a leader within the West Midlands business ecosystem. The event showcased the groundbreaking work taking place at MIRA Tech Park, with compelling insights from Sarah Windrum and Declan Allen of HORIBA MIRA, alongside presentations from Mike Grant of Warwick Acoustics and Dr Geoff Davis of IDV Robotics. Their businesses are pioneering technologies in sectors ranging from electric vehicles to advanced robotics - positioning the West Midlands as a true innovation supercluster.

Attendees were also invited to learn more about the *Reimagining the Region* network, which brings together over 75 organisations committed to shaping a more prosperous and forward-looking West Midlands. Membership provides access to exclusive events, policy engagement opportunities, and a platform to influence regional development across housing, skills, infrastructure and digital.

This event underscored the importance of collaboration between industry and policymakers—and the vital role businesses like Cemex can play in helping to drive regional growth.

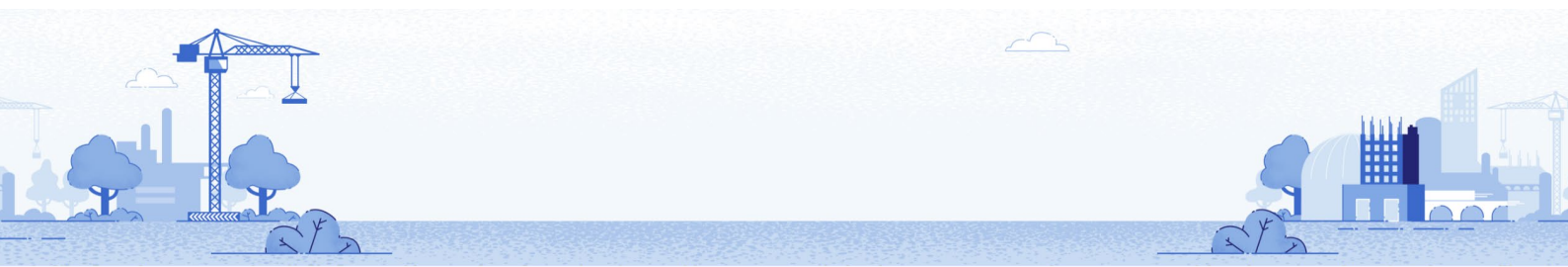
Sunshine and Savings

With the warmer weather our thoughts turn to summer holidays and weekend get aways. Summer really is just around the corner!

So, whether you're dreaming of sunny staycations, fun days out with the family, or simply enjoying the longer evenings, you can make your summer plans go even further with huge savings via your 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.

Check out your summer savings [HERE](#)



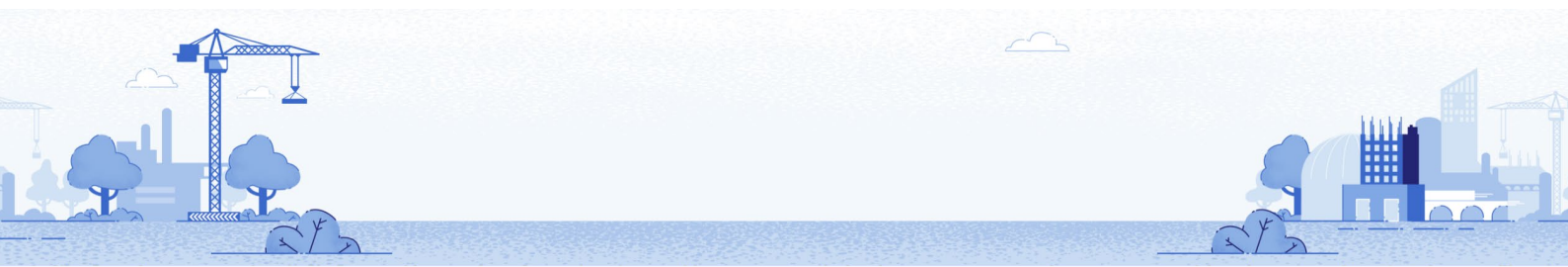
Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
67-05-2025	Plant Manager	Urbanisation Solutions – Dry Silo Mortar	Buxton	16/05/2025
68-05-2025	Electrical Supervisor	Cement Operations	Rugby Cement Plant	26/05/2025
69-05-2025	Sales Executive	Materials - Aggregates	Southern area	19/05/2025
70-05-2025	Operative	Admixtures	Rugby Cement Plant	23/05/2025

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.



ENVIRONMENTAL BRIEFING

Routine Effluent Monitoring Procedure

Summary

As part of our Environmental Management System and to demonstrate our compliance with surface water / trade effluent discharge consents, routine sampling and analysis is required. Samples may be taken by SOCOTEC contractors for sites with complex monitoring requirements. However, most sites will have sample bottles sent to site on a routine basis, annually or more frequently, for samples to be taken locally and sent for analysis.

In order for this process to be efficient and effective the following procedure must be followed.

What to do when the green box arrives from ALS Labs

- Check it relates to your site and sample point – code on bottle label.
- Plan ahead to arrange your sample collection as you will need to arrange a courier to return the sample to the lab, AS SOON AS POSSIBLE after you have taken it (Samples degrade over time, and this affects the validity of the results).
- Call ALS labs to arrange a suitable date and time for your sample to be collected. You can book in advance if you know when you are taking the sample. They will ask you the postcode for the collection and what time window (am, pm or all day) that you require.
- Meera Dass at ALS can support if there are any issues - 02476 856 510 - meera.dass@alsglobal.com



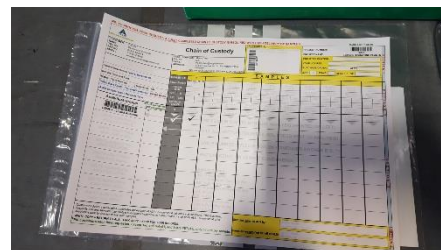
How to take a representative sample

- Collect a sample of the discharge from the place identified as the sampling point and always take the sample from the same place.
- Some discharges may have taps, some may be from a pond or lagoon.
- Ensure you take the sample safely, wearing latex gloves if possible, either filling the bottle(s) directly from the tap or using another vessel to sample the water and pour it into the bottle.
- Sample the water alone trying not to disturb any sediment.
- Fill the bottle to the very top so that when the lid is tightened there is no air trapped inside the bottle.
- Try to keep in a cool place until the bottle is collected by the courier.



How to complete the Chain of Custody Form

- Underneath the sample description (Column 1) please write clearly the date and time of sampling.
- At the bottom of the form please write clearly your name.
- Please ensure that the sample and all associated paperwork are in the green box by the earliest courier time and that there will be someone available to hand over and sign for the sample transfer during the agreed collection window.
- Stick the return label over the existing address label.
- As soon as the sample has been collected by the courier, please email a copy to Annette Symonds - annette.symonds@cemex.com



Results of sampling are sent out to the nominated people for each site. Please ensure that Annette Symonds is notified of all relevant site monitoring and personnel changes. Past results and details of sites where sampling is overdue can be found on the UK Sustainability SharePoint - [Link](#). Please check to see if your site sampling is overdue and arrange with Annette for new sample bottles if required.

A full Sampling procedure is available on the UK Sustainability SharePoint - [Link](#). Training for Water and Effluent Management (ET06) is also available on the UK Sustainability SharePoint - [Link](#). Additional advice is available from Annette Symonds - annette.symonds@cemex.com, Phone: 07557 317597

Thanks for your assistance in ensuring compliance with our sampling procedures and legal obligations.

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

