



Welcome to UK News
19th June 2025
 Your bi-weekly update from around Cemex UK
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HEALTH & SAFETY

Tilbury Team Celebrate ZERO LTIs



Congratulations to the Tilbury Grinding Plant team who have recently celebrated four years ZERO LTIs.

Phil Baynes-Clarke, Director UK Cement Operations shared: "I would like to extend my congratulations to everyone at the Tilbury Grinding Plant for achieving an outstanding milestone of four years without a Lost Time Injury (LTI). This achievement is a testament to your unwavering commitment to safety and looking out for

one another every single day. Maintaining a safe working environment is no small feat and speaks volumes about the culture of care, responsibility, and professionalism that exists across the team.

As we all know, at Cemex, safety is the foundation of everything we do, and your consistent focus and discipline have set an exemplary standard for all of us. You should be incredibly proud of this accomplishment.

Please take a moment to reflect on this milestone and the good practices that have made it possible. It is important we continue to build on this success and carry that momentum forward. Well done once again and thank you for your continued dedication."

Stay Safe in the Sun: A Guide for Outdoor Workers

Spending time outdoors is part of the job for many of us in Cemex UK. But prolonged exposure to the sun can lead to sunburn, dehydration, heat exhaustion, and long-term risks such as skin cancer.

Protecting yourself isn't just good practice – it's vital for your health and wellbeing.

Top Tips for Sun Safety:

Cover Up: Where full PPE is not required, wear lightweight, long-sleeved clothing and a wide-brimmed hat or a hard hat with a neck flap.



🕶️ **Use Sunglasses:** Choose sunglasses that block 100% of UV rays to protect your eyes from long-term damage.

🧴 **Apply Sunscreen:** Use a broad-spectrum sunscreen with SPF 30 or higher. Apply it generously 20 minutes before going outside and reapply every two hours – or more often if you're sweating.

💧 **Stay Hydrated:** Drink water regularly throughout the day, even if you don't feel thirsty. Dehydration increases your risk of heat stress.

🕒 **Seek Shade:** When possible, take breaks in shaded or covered areas – especially during peak sun hours between 11am and 3pm.

👁️ **Know the Signs:** Be alert to signs of heat exhaustion – such as dizziness, headache, nausea, or confusion – and act quickly by moving to shade, drinking water, and resting.

📄 Please download our Sun Safety poster at the end of this document and on the UK News download page here: [Top Tips for Sun Safety](#)

Heat Stress

📄 We're also sharing posters to help you identify signs of heat stress, plus guidance to help manage and avoid heat stress. You can find these posters here:

- [HEAT STRESS signs and prevention](#)
- [HEAT STRESS](#)

Useful Resources:

- NHS advice on heat and sun safety: [nhs.uk/live-well/seasonal-health/heatwave-how-to-cope-in-hot-weather](https://www.nhs.uk/live-well/seasonal-health/heatwave-how-to-cope-in-hot-weather)
- Cancer Research UK sun safety tips: <https://www.cancerresearchuk.org/about-cancer/causes-of-cancer/sun-uv-and-cancer/sun-safety>
- Further Sun Safe information can be found on the Cemex Health and Safety SharePoint [here](#).
- UK News Sun Safe Posters and Resources: <https://cemexuknews.co.uk/downloads/download-category/wellbeing-materials-stay-sun-safe/>

Sun safety is a shared responsibility. Look after yourselves and each other. Make it part of your daily routine – your skin and health will thank you.

Fantastic Response to Defibrillator Awareness Sessions

Over the past few weeks around 130 colleagues from our Head Office in Coventry and Cement Plant in Rugby have taken part in Defibrillator awareness sessions run by local charity, the [Our Jay Foundation](#).

An automated external defibrillator or AED is a device which when used, gives a high energy electric shock to the heart of an individual who is in cardiac arrest. An AED, used together with cardiopulmonary resuscitation, or CPR, can play an essential role in trying to save the life of someone who is in cardiac arrest. A defibrillator available within 8 minutes, can increase the chance of a person's survival by up to 70%.



The awareness sessions aimed to inform our colleagues about when and how to use a defibrillator and about doing CPR. Feedback from the sessions was overwhelming positive, and in some cases emotional.



Colleagues found the sessions incredibly informative and shared that they would now feel far more confident to use a defibrillator and conduct CPR if they needed to.

We're very proud to share that our Cemex UK Rugby Cement Plant has funded an OurJay Defibrillator to be installed on the outside entrance to the site, which will be in easy reach of our site's employees as well as being listed on the emergency services database, and available to be used by the general public in the area surrounding the plant.

The Our Jay Foundation was set up by Naomi Rees, whose 18-year-old son Jamie, passed away from a heart attack in 2022 – the nearest AED was locked in a nearby school and the ambulance crew arrived too late to save Jamie's life. As well as raising awareness, Naomi's Foundation raises funds to purchase and install accessible defibrillators across Rugby, Warwickshire and further afield.

Zero4Life Let's Do It – Proactive Prevention



At Cemex, safety and health are at the heart of everything we do. They are essential to how we grow as a business and how we stay committed to our Zero4Life ambition.

We're fostering a culture where every employee and contractor stops and thinks before starting a task to make sure the correct controls are in place.

Our Take 5 Together is a key enabler — everyone is empowered to help each other and to step in when they see unsafe conditions or behaviours.

Together, we will achieve ZERO. Let's do it!

Action for Happiness – Joyful June

Even in tough times life can still be joyful. There are lots of small things we can do to generate positive emotions like hope, gratitude, enthusiasm and awe. The Action For Happiness calendar is full of great ways to build positive emotions.

Share it with others to give them a boost too.

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! 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'.



You can watch the Joyful June video [HERE](#) where Action For Happiness's Vanessa King gives advice on how to make life happier and more fulfilling.

You can also find this Joyful June calendar at the end of this document and in the download section of the UK News website: www.cemexuknews.co.uk/downloads



Major Mixer Upgrade at Leeds Readymix Plant



Our Leeds Readymix Plant has successfully completed a major upgrade marking a significant step forward in our commitment to operational excellence and investment in key UK markets.

At the heart of the project was the replacement of the existing 3.0m³ pan mixer with a cutting-edge 4.0m³ planetary mixer. This enhancement has more than doubled the plant's output capacity, from 55m³ to over 110m³ per hour, positioning the site to better serve the growing construction needs across West Yorkshire.

What's new at Leeds?

- A brand-new batch cabin and elevated platform for improved control and safer, more comfortable working conditions.
- Structural upgrades including new steelwork, flooring, and access walkways.
- Installation of a high-efficiency Haarp 4m³ mixer with dual discharge gates and high-speed funnel discharge.
- Upgraded Cement weigh hoppers and admixture systems to support higher throughput.
- A new high-pressure wash system and improved dust filtration for cleaner, more sustainable operations.



"This upgrade not only boosts our production capabilities but also reinforces our commitment to sustainability and market leadership in the region. Key to the project's safe delivery was the close collaboration between the main contractor D&C Engineering, Al Reaney, Cemex Engineering and Andy Ralph, local operations department," said Alan Caird, Senior Project Manager.

Toolbox Talk - Energy-Smart Engineering: Motors & Gearboxes

The Operational Excellence team have developed a Toolbox Talk that explores how selecting and using the right motors and gearboxes can significantly improve our efficiency, performance, and sustainability within our operations.

This virtual Toolbox Talk is available through Microsoft Sway, please click [HERE](#) to view it.



This version has been updated thanks to valuable feedback from colleagues in Aggregates and Asphalt operations.

This toolbox talk is to also aid Operations teams completing their site energy audits in CheckProof, which form part of our ISO 50001 Energy Management accreditation.



This Toolbox Talk covers:

- The shift toward high-efficiency IE3 motors
- Benefits of soft starts and variable speed drives
- Strategies for right-sizing motors and reducing energy waste
- The case for converting diesel motors to electric
- Gearbox efficiency and the role of drive couplings
- Choosing the right gearbox oil
- Maintenance best practices and vendor support options



FUTURE IN ACTION

New BNG Service to Support Developers

Cemex UK is launching its Biodiversity Net Gain (BNG) offering to the industry, to help support organisations achieve their own Biodiversity Net Gain requirements following the changes to UK.

BNG is an approach that aims to ensure future UK developments create a positive lasting impact on our natural environment by implementing a minimum target for new developments to achieve a 10% uplift in the biodiversity of a site.



It is now a condition of planning permission in the UK, requiring developers to assess and enhance biodiversity before work begins. Recognising the complexity of these requirements, Cemex has created a dedicated service that guides organisations through the full BNG lifecycle—from baseline assessments and unit purchases to long-term habitat management.

Steve Redwood, Land Development and Property Director, explains: “Cemex’s BNG offering can help organisations who are new to biodiversity enhancement projects, those who may not have the inhouse skills or knowledge, and companies working with sites where biodiversity net gain targets will be difficult or costly to achieve. Cemex’s Biodiversity Net Gain service will help guide businesses through the entire lifecycle approach from initial assessment to unit purchase and long-term habitat management with no further input required, ensuring a hassle-free approach to the management and realisation of biodiversity net gain. For developers, Cemex’s offer will help to deliver biodiversity net gain without the pain; that may otherwise be associated with challenging or difficult to deliver sites.”

You can read the full press release [HERE](#).



Celebrating our Volunteering Work with Forest of Hearts



In 2024 several of our teams spent their time volunteering at Forest of Hearts in the Midlands, including supporting them with their nature reserve and creating disabled access pathways at Stratford Upon Avon's hospital.

Forest of Hearts is a UK based charity (registered CIO) dedicated to creating greener, healthier and more sustainable environments where people, places and nature thrive. They offer "green therapy" programmes, group gardening and nature sessions to support wellbeing, alongside garden creation at NHS and community sites to boost biodiversity.

Last month the charity held an event to appreciate the work done by some of their corporate partners. Cemex was invited to the thank-you event and representing our company were Christian Vale and Vasile Cristian Marica. The event was attended by other businesses such as BAM, NFU Mutual, and Crowne Plaza.

During the event, Christian Vale received a certificate of appreciation from Forest of Hearts for leading Cemex's exceptional support of these worthy causes. His understanding of their needs and his efforts to work with his team to create long-term value were highly commended.

Congratulations to Christian and everyone who has taken part in these volunteering events. We look forward to continuing our support for their valuable initiatives this year and beyond.

Latest Environmental Briefing: Updates to the EMS



The latest Environmental Briefing relates to recent updates to our Environmental Management System (EMS). We have updated three of the environmental

work instructions (Manual 4) to accommodate changes to waste management requirements and include a greater focus on silt management, as well as updating our Aspects Register to include climate change adaptation.

We have also updated our Environmental Awareness and Induction training package to focus separately on site-based operatives and those based in offices. Please read the briefing for further details – you can find this at the end of this document and on the UK News Download page:

www.cemexuknews.co.uk/downloads

EMEA Photography Competition

Our third Wildlife Photography Competition is 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.

Homes For Nature – Two weeks left to enter!

There are now only a few weeks left 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 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 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)

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 30th 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 on the UK News download page: [here](#) and at the end of this document and share on your workplace noticeboards – thank you.



EMPLOYEES

Diabetes – Reducing your risk of Type 2 and remission



While there's no cure, type 2 diabetes **can often be managed and in some cases reversed through lifestyle changes**. Type 2 diabetes can also be prevented, because unlike type 1 diabetes which can't yet be prevented, your body is still making the hormone insulin. It is the insulin which helps manage blood sugar levels.

Research has consistently shown that for some people, combined lifestyle interventions – including diet, physical activity and sustained weight loss – can be effective in reducing the risk of Type 2 diabetes by up to 50%.

Pre-diabetes

Many people have blood sugar levels above the normal range, but not high enough to be diagnosed as having diabetes. This is known as non-diabetic hyperglycaemia, or pre-diabetes. People with non-diabetic hyperglycaemia are at greater risk of developing Type 2 diabetes, but the risk can be reduced through lifestyle changes.



The good news

If you've been told you have prediabetes, this is a warning sign that you are at high risk of developing Type 2 diabetes. The good news is you don't have it yet, and with the right support up to 50% of cases of Type 2 diabetes can be prevented or delayed.

Taking action

You can find out the level of your own risk of Type 2 diabetes and what to do to lower it by putting information into the Diabetes UK free [Know Your Risk of type 2 diabetes tool](#) and getting the results.

It's free and only takes two or three minutes. You'll need to know your height, weight and waist measurement.

Some factors put you at increased risk of Type 2 diabetes that you can't change, such as your age and ethnicity or medical history. However, the three main things to prevent Type 2 diabetes are:

- **Eating well**
- **Moving more**
- **Losing weight**

Eating Well

Here are Diabetes UK's top tips for **healthier food choices**, that you can make to reduce your risk of Type 2 diabetes. You can read more about each one of these tips [here](#)

1. Choose drinks without added sugar
2. Choose higher fibre carbs
3. Cut down on red and processed meat
4. Eat plenty of fruit and veg
5. Choose unsweetened yogurt and cheese
6. Be sensible with alcohol
7. Choose healthier snacks
8. Include healthier fats in your diet
9. Cut down on salt
10. Getting vitamins and minerals from food instead of tablets

Exercise for Diabetes

Being physically active is good for diabetes whatever type you have. This also includes people with prediabetes. Whether you feel able to go for a run or a swim or can manage some arm stretches or on-the-spot walking while the kettle boils, it all makes a difference.

Click [HERE](#) to find out more about the benefits of exercise, the best exercise for diabetes, ideas for keeping active at home and when out and about.

Losing Weight

Getting to an ideal, healthy weight is easier said than done. But when you have diabetes, there are huge benefits to losing weight if you're carrying extra weight. You'll have more energy and you'll reduce your risk of serious complications like heart disease and stroke. Losing weight can help with your diabetes control too. If you have Type 2 diabetes, losing weight could even mean going into [diabetes remission](#).

📺 This two minute video from Diabetes UK explains how losing weight is the best way to put Type 2 diabetes into remission – watch it [HERE](#)



Click [HERE](#) to find Diabetes UK's following advice:

- What are the benefits of losing extra weight?
- What's a healthy weight to aim for?
- Diabetes diet plans to help you lose weight, including your weight-loss planner
- Can diabetes cause weight gain?
- Your feelings about food
- Being active to help with weight loss
- Weight loss surgery

Other Useful Resources

For lots more information about diabetes, including symptoms, management, and support, please visit the following resources:

- [Diabetes Uk You Tube channel](#)
- Diabetes UK - [Find tips, tools and information on reducing your risk](#)
- [Find out more about the NHS Diabetes Prevention Programme](#)
- Diabetes UK - [Diabetes and the Menopause](#)

Our Employee Assistance Programme

Do you need support? Care first

Cemex offers all employees a free, confidential employee assistance programme (EAP) called **Lifestyle Support**, operated by Care first.

Lifestyle Support is available 24/7 and can provide help and support with a wide range of issues or concerns such as family matters, debt, relationships, bereavement, depression and anxiety.

Provide a separate provider and not part of Cemex – we don't receive any employee specific information from them.

Call 0808 168 2143
Visit www.lifestyle-support.co.uk
Username: cemex
Password: cemex



Did you know that Cemex offers all employees a free, confidential employee assistance programme called Lifestyle Support?

You can find a guide all about How Care first can support you in the UK News website: [here](#)

Lifestyle Support is easy to access, available 24/7 and can provide help and support with a wide range of issues or concerns such as family matters, debt, relationships, bereavement, depression and anxiety.

It is run by a separate provider and not part of Cemex; we don't receive any employee specific information from them.

Contact the Employee Assistance Line (Lifestyle Support) for confidential advice and support – call 0808 168 2143 or visit www.lifestyle-support.co.uk (Username: cemex Password: cemex).

Meet José Antonio Cabrera



Meet José Antonio Cabrera, the new President of our EMEA Region!

In a candid interview he talks about his background, what drives him professionally, and what he enjoys outside of work.

🎥 It's a great chance to get to know him better—be sure to check it out
Click [HERE](#) to watch the video!



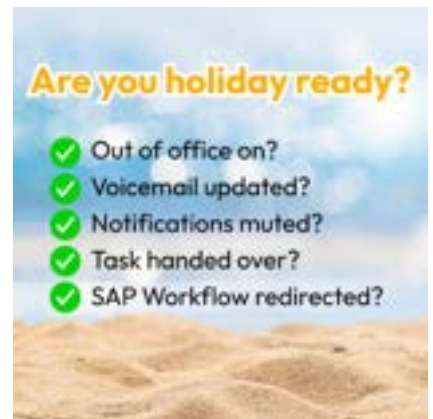
Are you Holiday Ready?

Many employees will be taking time off over the summer to spend time with their friends and family. Regular annual leave supports our mental and physical health, helping us to feel energised, rested and motivated.

If you have holiday booked over the summer, dedicate some time beforehand to handing over and switching off properly. This will help you to disconnect from work, which is important for maintaining a good work-life balance.

Our top tips:

- Set up a clear out of office message on your emails directing people elsewhere
 - Your out of office should confirm when you are scheduled to return and if there is an alternative person who can be contacted in the meantime.
 - Example: I am out of the office on annual leave from DATE to DATE. In my absence, if you have an urgent query please contact NAME, EMAIL ADDRESS. Alternatively, I will respond as soon as I can when I return.
- Change your voicemail greeting to let callers know you are away, and when you will return.
- Redirect SAP workflow to a nominated person – see the step by step guide [here](#)
- Clear any meetings out of your diary.
- Identify any tasks that can't wait until your return and ask for support from colleagues.
- Prioritise work that needs to be completed before you go off and speak to your Manager if you need help with this.
- Remember that other people may also be away at the same time as you.



Annual leave is important – switch off and enjoy!

Congratulations Mike on Your 25 Years Journey with Cemex



In a remarkable journey that began just weeks after his 18th birthday, Mike Higgins has reached a significant milestone celebrating 25 years with Cemex. Mike's career is a great example of how someone can start in a junior role, and through hard work and dedication, successfully progress within a company, into a senior regional Management role.

Mike began his career in May 2000 with RMC's Aggregates division, as a Laboratory Assistant in the Bromsgrove laboratory, a role he took on as a summer job while contemplating a military career. From the early days sweeping the laboratory floors and cutting asphalt cores samples, Mike quickly found his passion for construction materials and the camaraderie of the laboratory environment. His dedication and enthusiasm did not go unnoticed by Supervisors Andy Nevitt and Martin Ashfield, and in 2004 he was offered the full time position of Laboratory Supervisor, and at the same time, began a four year day release Higher National Diploma in Civil Engineering with Gloucester University.



For Mike, one of his proudest achievements was following the Cemex acquisition of RMC and the creation of a National Technical Centre for the new Materials business. This move merged separate labs into one cohesive unit in Southam, headed up by Mike in 2008. Mike acknowledges the ongoing support of Steve Crompton, who was at that time the Director of Quality & Product Technology, who became a mentor and gave Mike opportunities to take on more responsibility.

Throughout his career, Mike has been instrumental in developing and launching new products, from laboratory and plant trials, through to pilots and full launch, engaging with various teams within Cemex along the way. He has many fond memories, working together with his colleagues in the lab, such as David Webb, collaborating on ideas and concepts. In 2014 Mike added Quality & Development to his responsibilities and since then his commitment to quality and innovation has been a driving force behind many successful products projects. After completing a Business Management & Strategy Development degree, Mike enjoyed working with James Fairclough developing marketing concepts and launching products to market.

Mike's experience and ability to understand the challenges at every level of the department has led him to his current role as the Quality and Product Technology Director for Western Materials. Mike continues to face new challenges and opportunities to ensure consistent quality and innovation across the regions, now his focus has expanded beyond the UK to include France and Spain. Acknowledging the fantastic teams he works with Mike shared: "At Cemex we have really good people, and together we do great things".

Reflecting on his journey, Mike shared: "Cemex is a place of growth. You can have a long-term career in Cemex and in the quality and product technology department. Grow your network, get engaged in the products, ask questions, and the spirit of Cemex people will support you and help you in your career."

Mike's journey with Cemex is a testament to the power of dedication, continuous learning, and the importance of having great people around you. As he reflects on his 25 years with the company, Mike emphasises the significance of growth, both personal and professional, and the support of his colleagues and mentors.

Congratulations to Mike Higgins on this incredible milestone. His story is an inspiration to all, demonstrating that with passion, hard work, and the right support, a long and fulfilling career is possible at Cemex.

Jordan Celebrates 15 Years of Service

Recently, colleagues in our Concrete Products business helped Jordan Hercock celebrate his 15 years of dedicated service within the company.

Jordan began his career in Cemex through an engineering apprenticeship demonstrating commitment and skill that soon led to his progression to Site Engineer, and then onto Engineering Co-ordinator. His hard work and leadership have now seen him promoted to Works Manager at Concrete Products Buxton.

Paul Kania, Operations Manager (seen in photo with Jordan), and everyone at the Buxton site would like to extend their congratulations to Jordan. "We thank him for



his continued dedication and wish him every success in his new role and the future ahead. Well done, Jordan!”

Long Service Awards



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

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

- Michael Higgins, Director Quality & Prod Technology, celebrated 25 years in May
- Darren Bland, Senior Sales Agent, celebrated 15 years in May
- David Kent, Sales Executive, celebrated 25 years in June
- Andrew Lingham, Operative, celebrated 40 years in June
- Jordan Hercock, Works Manager, celebrated 15 years in June
- Scot Abbott, Process Controller, celebrated 15 years in June
- Susie Taylor, Crewing Logistics & Training Coordinator, celebrated 15 years in June

Support the Quarry Spin-Off this Summer



A Cemex team, led by Jordan Hercock from Dove Holes, is gearing up for a 12-hour cycling showdown, taking part in a local quarries Spin Off on 23rd July, raising money for the [Blythe House Hospice](#). Blythe House Hospice offers a wide range of free services to care for and support anyone in North Derbyshire who is affected by life-limiting illness.

With five new riders every hour to keep the pedals turning for 12 hours straight, the team is cycling on static bikes along with teams from local Tarmac and Breedon quarries. One cyclist from each will ride static bikes for each hour – in friendly competition – which quarry will take the victory!



The spinoff challenge will be true test of teamwork, stamina, and community spirit.

👉 To support this fantastic Cemex team, and in turn support the hospice, either scan this QR code or go to their JustGiving page [HERE](#).

Good luck to the Cemex team!



Stuart Climbs Mount Toubkal for St Giles Hospice



Stuart Wood, Midlands Aggregate Sales Executive, recently completed an incredible climb of Mount Toubkal in Morocco to help raise funds for St Giles Hospice.

Back in 2012 St Giles took care of Stuart's mother in her final weeks so this is a charity that he holds very close to my heart. St Giles offer emotional, physical and practical support for their patients, and those important to them. Whether it's helping with pain relief, supporting a loved one or just being there to listen, they understand that sometimes it's the little things that can make the biggest difference.

Stuart's amazing achievement began with a challenging ascent, which involved a 2-day trek with a stop at 3,000m to acclimatise, culminated in reaching the summit at 4,167m (13,670ft) above sea level. His journey began with only two hours of sleep and a start time of 2am to catch the sunrise from the peak.

Stuart is on a final push for sponsorship and hopes you will support. He has self-funded this expedition to ensure all donations go directly to the hospice. For more details and to support Stuart's cause, please visit his JustGiving page here:

<https://www.justgiving.com/page/stuart-wood-1732537980133>

Partnering with James Watt College on New Concrete Testing Facility



We're proud to announce the official opening of the new Concrete Testing Facility at the James Watt College, part of The Birmingham Metropolitan College developed in partnership with Cemex UK!

This cutting-edge facility will provide students with hands-on experience in real-world Concrete testing, helping to bridge the gap between education and industry. It's a shining example of how collaboration between academia and business can shape the future of construction and infrastructure.

Lex Russell, Materials Managing Director at Cemex UK, together with Andy Lees, Senior Director of Curriculum, Innovation and Construction at the college, attended the opening. Lex shared: "We're very proud to be able to partner with James Watt College in Birmingham, which provides exceptional facilities and courses designed to provide people with the skills they need for industry. We're excited to continue supporting the next generation of skilled professionals and contributing to the UK's growth ambitions in housing and infrastructure."

🔗 You can read the full press release [HERE](#).



Changes to Fuel Mileage Rates

The fuel rates for business mileage have been amended effective 1st June in line with the latest HMRC Advisory Fuel Rates.

The rates by engine type and size are outlined in the table. SAP Concur has been updated and claims for mileage from that date onwards will be made at the revised rates.

Fuel Type	Engine size	Rate From 1 Mar 2025	Rate From 1 Jun 2025
Petrol	1400cc or less	12p	12p
	1401cc to 2000cc	15p	14p
	Over 2000cc	23p	22p
Diesel	1600cc or less	12p	11p
	1601cc to 2000cc	13p	13p
	Over 2000cc	17p	17p
Fully Electric	Not Applicable	7p	7p
LPG	1400cc or less	11p	11p
	1401cc to 2000cc	13p	13p
	Over 2000cc	21p	21p

Hybrid cars are treated as either petrol or diesel for advisory fuel rates.

🔗 Link: [Advisory fuel rates - GOV.UK \(www.gov.uk\)](https://www.gov.uk/advisory-fuel-rates)

Win £1,000 Just for Doing Your Regular Food Shop!

Up until 31st August 2025, head over to our Cemex Lifestyle Platform and find out how you can win monthly prizes, as well as getting your hands on one of three £1,000 eVouchers – just for doing your regular grocery shopping! (Participating retailers are Tesco, Sainsbury's, Waitrose (and John Lewis), M&S, ASDA, Morrisons, Farmfoods and Iceland).

Click [HERE](#) for full details.



There's a total of **15 prizes up for grabs!**

Monthly Prizes

Each month (June, July, and August) you could win:

- **1 of 3 £100 eVouchers**

Simply make a £50+ supermarket eVoucher purchase in any one month from June to August, and you'll be entered into that month's prize draw.

Grand Prizes

Simply make a £50+ supermarket eVoucher purchase in **all three months – June, July AND August** – and you'll be automatically entered into our Grand Prize Draw to win:

- **1 of 3 £1,000 eVouchers**



Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
77-06-2025	Sales Executive	Materials - Readymix	Fulham/London	19/06/2025
78-06-2025	Plant Manager	Materials - Readymix	Luton	19/06/2025
79-06-2025	Operative	Materials - Aggregates	Northfleet Wharf	19/06/2025
81-06-2025	Plant Manager	Materials - Readymix	Leicester (Humberside Lane)	20/06/2025
82-06-2025	Operative	Materials - Aggregates	East Leake Quarry	24/06/2025
83-06-2025	Plant Manager	Materials - Readymix	Bletchley	25/06/2025

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.



Top Tips for Sun Safety

Cover Up:

Where full PPE is not required, wear lightweight, long-sleeved clothing and a wide-brimmed hat or a hard hat with a neck flap.

Use Sunglasses/shaded safety glasses:

Choose sunglasses that block 100% of UV rays to protect your eyes from long-term damage.

Apply Sunscreen:

Use a broad-spectrum sunscreen with SPF 30 or higher. Apply it generously 20 minutes before going outside, and reapply every 2 hours – or more often if you're sweating.

Stay Hydrated:

Drink water regularly throughout the day, even if you don't feel thirsty. Dehydration increases your risk of heat stress.

Seek Shade:

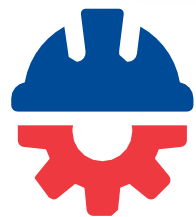
When possible, take breaks in shaded or covered areas, especially during peak sun hours between 11am and 3pm.

Know the Signs:

Be alert to signs of heat exhaustion – such as dizziness, headache, nausea, or confusion – and act quickly by moving to shade, drinking water, and resting.



Good practices for managing **HEAT STRESS**



**Prevent Heat Stress
– Protect Health, Boost Safety**



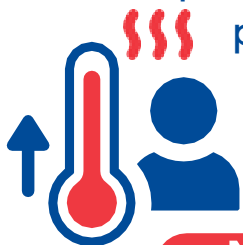
Work Organization

- Plan work based on heat – avoid peak heat hours – schedule the heaviest tasks for early morning or late afternoon.
- Scheduled breaks – provide regular breaks in shaded or cool areas.
- Task rotation – reduce time spent on strenuous tasks in hot environments. Work in pairs (buddy system).



Hydration

- Schedule regular hydration breaks. Drink water regularly – every 15–20 minutes in small amounts, even without feeling thirsty.
- Use electrolyte drinks during long or intense work sessions to replenish lost minerals.
- Make drinking water easily accessible, place water stations close to work areas, promote the use of refillable bottles.



Monitoring and Risk Assessment

- Measure temperature and humidity – monitor working conditions (e.g. using WBGT index) and implement a heat stress action plan along with heat alerts and warning systems.
- Individual risk assessments – consider age, fitness, medical conditions, and acclimatization.

Clothing and Equipment

- Cooling garments – e.g. vests with ice packs, evaporative cooling vests, helmets with cooling inserts or neck flaps.
- Cooling towels or neck wraps – reusable items that reduce body temperature
- UV protection – use sunglasses and sunscreen with appropriate SPF.



Training and Awareness

- Train workers and supervisors – to recognize heat-related symptoms (e.g. headache, dizziness, nausea, confusion, hot skin) and how to respond: move to cool area, give water, apply cold packs, call for help).
- Warning signs– Watch out for excessive sweating, fatigue, confusion, fainting, high body temperature, or **absence of sweating** in extreme heat.



Technical Solutions

- Ventilation and cooling systems – use fans, air conditioning, or misting stations.
- Mobile cooling stations – tents with water, shade, and ventilation.
- For drivers: Use reflective sunshades and ventilated seat covers.

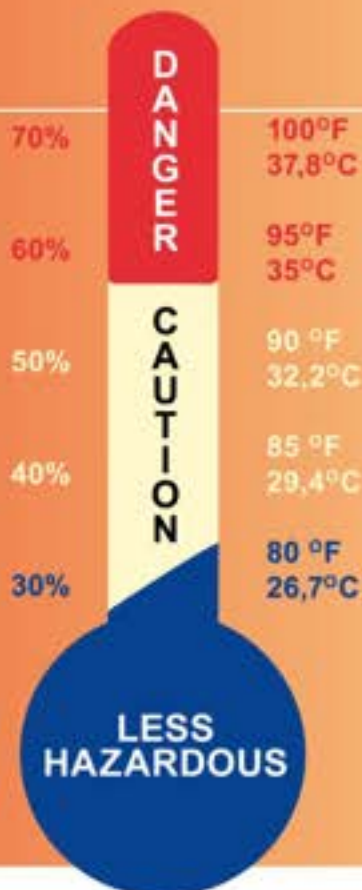
SIGNS AND PREVENTION METHODS FOR HEAT STRESS



HEAT EXHAUSTION

WATCH OUT FOR:

- Dizziness
- Light headedness
- Weakness
- Mood changes
- Irritability
- Upset stomach
- Vomiting
- Fainting
- Pale clammy skin



HEAT STROKE

WATCH OUT FOR:

- Dry, pale skin with no sweating
- Hot, red skin that may resemble sunburn
- Irritability
- Disorientation
- Seizures
- Inability to think clearly or respond to questions
- Loss of consciousness
- Unresponsiveness

FIRST AID

Never leave a worker with heat illness alone. The illness can take a rapid turn for the worse.

When any signs are present, follow these steps:



Move the person to a cool/ shaded area



Cool the body
- use a cold compress to the head, neck



Keep the person in a cool environment. Remove excess clothing and PPE if safe to do so



CALL FOR MEDICAL HELP IF:
the person is confused, unconscious, or has seizures



Give cool water in small sips. If available, offer electrolyte drinks



Continue cooling the body, e.g. by wetting the skin



Place cold wet cloths, towels on the skin



Soak clothing with cool water

PREVENTION



Plan Smart - Do heavy tasks in cooler parts of the day. Rotate with your team. Work in pairs



Take a frequent breaks in a cool, shaded place



Drink lots of fluids in hot conditions



Rest when needed – don't ignore warning signs

Look Out for Each Other. Know the Signs.

Dizziness, cramps, sweating, nausea = Take action immediately!

Be safe out. Stay healthy.

Joyful June 2025

SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

1 Decide to look for what's good every day this month

2 Say positive things in your conversations with others

3 Re-frame a worry and try to find a helpful way to think about it

4 Take a photo of something that brings you joy and share it

5 Think of 3 things you're grateful for and write them down

6 Get out into green space and feel the joy that nature brings

7 Do something healthy which makes you feel good

8 Find joy in music: sing, play, dance, listen or share

9 Ask a friend what made them happy recently

10 Bring joy to others by doing something kind for them

11 Eat good food that makes you happy and really savour it

12 Write a gratitude letter to thank someone

13 Take a light-hearted approach. Choose to see the funny side

14 Share a happy memory with someone who means a lot to you

15 Look for something to be thankful for where you least expect it

16 Speak to others in a warm and friendly way

17 Take time to notice things that you find beautiful

18 Look for something good in a difficult situation

19 Get outside and find the joy in being active

20 Rediscover and enjoy a fun childhood activity

21 Send a positive note to a friend who needs encouragement

22 Watch something funny and enjoy how it feels to laugh

23 Create a playlist of uplifting songs to listen to

24 Bring to mind a favourite memory you feel grateful for

25 Show your appreciation to people who are helping others

26 Make time to do something playful, just for the fun of it

27 Be kind to you. Do something that brings you joy

28 Notice how positive emotions are contagious between people

29 Share a friendly smile with people you see today

30 Make a list of the joys in your life (and keep adding to it)



ACTION FOR HAPPINESS

Happier · Kinder · Together

ENVIRONMENTAL BRIEFING

Updates for the Environmental Management System

Summary

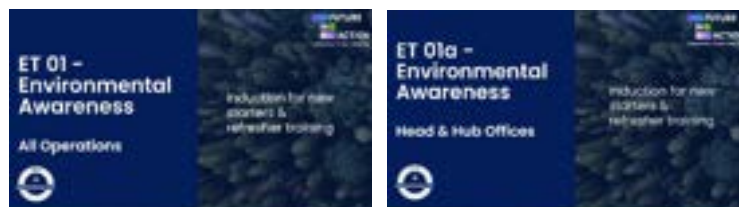
As part of our annual review of the Environmental and Energy Management Systems, and in response to the findings of the NQA external audits last year, we have updated three of the environmental work instructions in Manual 4. This accommodates changes to waste management requirements and a greater focus on silt management.

We have updated the Environmental Aspects Register to incorporate climate change resilience to a range of increasing future risks such as increased temperatures, colder winters, extreme rainfall, floods, sea level changes, drought, storms etc. Site Aspects Registers will be updated as the Sustainability Team carry out internal audits.

The Energy, Environment and Responsible Sourcing Policies issued in 2023 have been reviewed and confirmed that no updates are required.



We have also reviewed the Environmental Awareness and Induction package ET01 to streamline the messages and have introduced a new more targeted package ET01a for those based in our head or hub offices.



NQA continue to audit our compliance with both ISO 14001 (Environmental Management Standard) and ISO 50001 (Energy Management Standard). This has reduced the total number of external audits needed at operational sites and at our Head Office. Common aspects of both systems are covered together and this gives ongoing savings in time and costs without compromising on scrutiny of our systems. NQA have been impressed with the excellent way that energy and environmental management are integrated into all that we do and the excellent engagement exhibited by everyone involved in the audits.

Please ensure that:

- Manual 4 has been updated on sites – [Manual 4 on UK Sustainability SharePoint](#)
- Latest ISO 14001 and ISO 50001 certificates are displayed – [Certificates on UK Sustainability SharePoint](#)
- Latest Environment, Energy and Responsible Sourcing Policies (2023) are displayed – [Policies on UK Sustainability SharePoint](#)
- The latest ET01 and ET01a packages are utilised for new starter inductions and refresher training – available on [UK Sustainability SharePoint](#) and will be updated in the corporate induction process



Thanks to everyone for their continuing support for the Energy and Environmental Management Systems.

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



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



CEMEX