



**CEMEX**

# Welcome to **UK NEWS**



Your bi-weekly update from  
around Cemex UK

**31st July 2025**



[www.cemexuknews.co.uk](http://www.cemexuknews.co.uk)

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## Health & Safety

### Latest Safety Alert



The latest Safety Alert relates to a HiPo which took place in Croatia. As you will see, it was extremely fortunate no one was injured in this incident. Although it occurred in Cemex Croatia, the circumstances are relevant to the UK – including the need for

drivers to be Fit & Alert – which is one of our Driving Essentials.

You can read this latest Safety Alert at the end of this document, and on the UK News download page [HERE](#).

📌 Manager, please review and discuss with your team(s) and display on relevant noticeboards.

Health and Safety information and resources can be found on the SharePoint:

🔗 <https://cemex.sharepoint.com/sites/UKHealthandSafety/SitePages/Safety-Alerts.aspx?web=1>

### Celebrating Significant ZERO LTI Milestones



Many congratulations to the team at Denge quarry have recently celebrated an amazing 27 years ZERO LTIs.

Michael Hinson, Operations Manager, shared: “I would like to thank all the team for their efforts and the commitment that have worked at the site over this period to be able to achieve 27 years LTI free. It’s a great milestone and proves it can be done, you just need to have the commitment and dedication from all staff members. Well Done!”

Congratulations also go to our UK Marine team who are celebrating 6 years ZERO LTIs, and to our UK Building Products who have recently celebrated 2 years ZERO LTIs – these are both fantastic achievements.

A huge well done to everyone involved. Thank you to everyone in our teams for your commitment and focus on Health & Safety, and for looking after yourselves and each other.



## Keeping Safety Front of Mind

This month teams across our UK operations have taken part in Safety Stand Downs, dedicated time out to pause and focus on what matters most: keeping ourselves and each other safe.

Across many of our sites and businesses colleagues stopped their working day to come together and reflect on recent Safety Alerts and High Potential Incidents. Key topics included PPE requirements, equipment inspections, Take 5 and Take 5 Together, and our Safety, Driving and Health Essentials.

In our Asphalt business, Leslie Luxton led a dedicated Safety Stand Down Week across sites in Manchester, Liverpool, and Preston. Each plant paused operations so teams could come together and engage in open, honest conversations about safety.

In Yorkshire, Readymix Operations Manager, Andy Ralph, visited several Readymix plants to personally lead their Safety Stand Downs. He shared: “It was pleasing to see the sessions spark meaningful discussions within the teams. These stand downs serve as a powerful reminder to stay focused, stop and think, and take care of ourselves and one another — both at work and at home. Safety must always remain our number one priority.”

In the Midlands, Christian Vale was out and about leading Safety Stand Downs with the IHC community and plant staff. “It was really pleasing to see the engagement from the team. These safety stand downs are crucial to the team and make us realise how important it is to stay focused at all times on and off site especially now we are entering the school holidays. Stay safe team, Zero 4 Life!”

In Cardiff teams came together for their Safety Stand Down, taking a moment to pause and reflect on what matters most: getting everyone home safely. Their event brought together drivers, contractors, and team members from our Cardiff Readymix plant and wharf, reinforcing their ‘One Site’ mentality, with one common goal. Zero 4 Life.

Meanwhile in London, every Driver, Readymix team member, and the Procon team joined an early morning call with Nigel Bateman, Senior Operations Manager, Readymix London. Nigel shared key learnings from recent Safety Alerts and took the opportunity to thank everyone for their continued commitment to working safely. He also reinforced the importance of consistently following our Safety and Driving Essentials. “Health and Safety is, and always will be, our top priority,” Nigel said. “We all have a responsibility to look after ourselves and each other.” Nigel plans to follow up on these important conversations with face-to-face visits in the coming weeks.

These Safety Stand Downs are more than just meetings. They are powerful reminders that safety is a shared responsibility, a key part of our culture and our number one priority. Thank you to everyone who has taken part and contributed to the sessions over the past few weeks. Let’s keep looking after ourselves and each other, following the Safety essentials and ensuring we all go home safely to our families every day.



## Operating Model for Security

In modern business there is a wide variety of security threats, internal and external, that can derail, disrupt and otherwise negatively impact our journey to business success.

Every year, the global Security Management team, on a country-by-country basis, conducts a Threat and Risk Analysis in which we review past security threats, consider potential future threats and determine a series of measures to mitigate against such threats to keep you, and our business protected.

Have you ever wondered what part you can play in the physical and cultural improvements that would positively impact the security standards at the site or office at which you work? In the EMEA Region our target operating model for security is based on the '4DR' principles: DETER, DENY, DETECT, DISRUPT & RESPOND.

The model, the headline principles of which are depicted below, sets out a series of cultural and physical standards and measures for implementation at your place of work. Please take some time to familiarise yourself with the model and consider how your conduct can contribute to creating a secure place within which we can all operate. A more detailed breakdown of the standards and considerations are available through the following link: [4DR Model for Security](#)

For more advice including any security ideas and initiatives you wish to share, please contact John Sweeting.  
**Remember: Our security is in your hands!**



## Zero4Life – Personal Commitment



At Cemex, Health & Safety isn't just a policy, it's a personal promise. Every day each of us plays a vital role in protecting ourselves and those around us. That's why we're proud to reaffirm our commitment to Zero4Life: our shared vision of a workplace free from injuries and incidents.

### Personal Commitment Means:

- Taking responsibility for our own safety and the safety of others.
- Speaking up when we see unsafe behaviour.
- Empowering ourselves and our colleagues to stop work if something doesn't feel right.
- Practicing proactive prevention: Stop and think before every task using our Take 5 process.
- Celebrating and sharing good practices that help us all go home safe.

## Profitability

### Warrington Depot Contributing to Growing Market Demands

Cemex and DB Cargo are celebrating the millionth tonne of Aggregates supplied to their Warrington Rail depot, since the depot opened in mid-2016.

The location was initially thought of as a temporary site but has now become firmly established as a core Rail depot in Cemex's UK Supply Chain network to serve the Greater Manchester, Merseyside and Lancashire areas and supply vital building materials to support with the growth of housing, construction and infrastructure projects across these regions.





The depot has often been described as a ‘pop-up’ depot due its original installation taking a matter of weeks, using land adjacent to the West Coast Mainline with a readymade weighbridge and office. Supplied by rail from our Dove Holes quarry, the depot is an example of how industry can support wider ambitions for the growth of rail freight through connecting potentially challenging sites and locations to the mainline.

Existing market demand across the region provided the catalyst for Cemex and DB Cargo to seek innovative solutions to support with the movement and distribution of materials, whilst helping to ease congestion on the UK’s road network by reducing the number of truck journeys that would otherwise have been required.

Each delivery by rail can carry up to 2,000 tonnes of construction materials in comparison to a HGV vehicle, which is only able to carry around 18 – 30 tonnes per journey. Last year Cemex ran over 2,000 rail freight trains, the equivalent of taking around 1,500 truck journeys off UK roads.

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

## Future in Action

### Latest Earthly Matters Blog



The July 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: [HERE](#)

In your July 2025 edition...

- Partnership Update: Graylings at Halkyn!
- International Bat Night
- Actions for Nature: Design a wildlife garden

We hope you enjoy this latest edition.

### Graphene-Enhanced, Low-Carbon Concrete Success

A new low-carbon Concrete developed through collaboration between the Graphene Engineering Innovation Centre (GEIC) at the University of Manchester, Cemex UK, Galliford Try, Sika, and Northumbrian Water has been successfully poured at a wastewater treatment facility, marking a major step in decarbonising construction materials. The 15m<sup>3</sup> pour of graphene and micronised lime-enhanced concrete achieved up to a 49% reduction in CO<sub>2</sub> emissions per cubic metre compared to traditional CEM I concrete, while maintaining comparable strength performance.



Developed at the GEIC and Cemex’s National Technical Centre, the mix-named CoMLaG (Combining Micronised Limestone and Graphene) – uses a ternary cement blend. This replaces a portion of high-carbon clinker with GGBS and micronised limestone, while graphene enhances strength at very low doses (<0.1%). Following lab trials, the team successfully scaled production at a North East batch plant, using site-available materials. Real-time strength development was monitored using Cemex’s i-Con maturity system, validating

performance under real conditions. The mix achieved a 28-day compressive strength of 78.3 N/mm<sup>2</sup>, closely matching the 82.6 N/mm<sup>2</sup> of the CEM I control.

“This project is a fantastic example of industry-led project with significant contributions from University of Manchester research facilities to reduce carbon emissions in construction,” said Lisa Scullion, Application Manager at the GEIC. “Graphene-enhanced systems like CoMLaG open the door to concrete that performs well while significantly cutting its environmental impact.”

The next phase of work will focus on optimising the mix, improving admixture compatibility, and validating performance across a wider range of aggregates to support commercial rollout.

## Employees

### Staying Hydrated at Work

Working outdoors means you’re exposed to the elements and when temperatures rise, so does the risk of dehydration. Even mild dehydration can affect your concentration, increase fatigue, and put your safety at risk.

Here’s how to stay on top of your hydration, every day:

#### Know the Signs

Look out for these early signs of dehydration:

- Thirst (if you’re thirsty, you’re already behind!)
- Headaches
- Dry mouth or dark-coloured urine
- Feeling dizzy or tired

#### Drink Regularly – Not Just When You’re Thirsty

Make water a habit. Aim for at least 2 litres a day – more if it’s hot or you’re doing heavy physical work. Keep a bottle with you and sip throughout your shift.

#### Limit Caffeine and Energy Drinks

Tea, coffee, and fizzy drinks can dehydrate you. They’re fine in moderation, but water should always be your go-to.

#### Start Hydrated, Stay Hydrated

Drink water before you leave home and top up during breaks. Waiting until you’re parched is too late.

#### Hydration-Friendly Snacks

Fruit like watermelon, oranges, and grapes can help top up your fluids too. They’re refreshing and full of water.

#### Watch Out for Each Other

If a colleague seems a bit off, sluggish, confused, or complaining of headaches – check in with them. Dehydration can creep up on anyone.

Hydration isn’t just about comfort – it’s about safety. A clear head and a well-hydrated body help you work smarter, safer, and stronger. So, keep your bottle close and your water topped up – your body (and your team) will thank you.

✂ You can find a poster to share on workplace notice boards, at the end of this document and on the UK News download page [HERE](#).



## Taking a Break This Summer?



Many of us will be taking time off over the summer to relax, recharge, and spend quality time with friends and family. Regular annual leave plays an important role in supporting our mental and physical wellbeing, helping us return to work feeling energised, rested and motivated.

To make the most of your break, it's important to take a few simple steps to prepare for your time away. This not only helps your colleagues but also allows you to properly disconnect and enjoy your downtime, which is essential for a healthy work-life balance.

### Top Tips for switching off successfully:

- **Set your out-of-office message:** Let people know you're away, when you'll be back, and who they can contact in your absence.
- **Update your voicemail**  
Record a brief message to inform callers that you're on leave and when you'll be available again.
- **Redirect SAP workflow**  
Make sure workflows are directed to the right person while you're away – you can find the step-by-step guide HERE: <https://cemexuknews.co.uk/downloads/download-info/sap-workflow-substitution/>
- **Clear your diary**  
Cancel or delegate meetings that fall during your time off so nothing falls through the cracks.
- **Hand over key tasks**  
Identify anything that can't wait until your return and agree on who will pick these up while you're away.
- **Prioritise your workload before you go**  
Focus on completing essential tasks in advance and speak to your Manager if you need support with managing deadlines.
- **Be mindful of others' leave**  
Summer is a busy time, and others may be away too – plan ahead and communicate clearly to avoid last-minute stress.

### Wellbeing Tips Before and During Your Break

- **Declutter your workspace** before you leave – a tidy desk or digital space can help you return feeling refreshed.
- **Turn off notifications** on your phone or work devices to avoid temptation to check devices.
- **Use your time off intentionally** – whether it's relaxing at home, travelling, or simply taking a few slower days, choose activities that help you recharge.
- **Get outside if you can** – spending time in nature is proven to reduce stress and improve mood.
- **Reflect and reset** – take a moment to think about what's working well for you and what small changes might improve your wellbeing when you return to work.

Taking a proper break is more than just time away from your desk—it's an essential part of staying healthy, motivated and productive.

**So, switch off, enjoy your break, and come back feeling your best. You've earned it!**

## Care First Webinar: Financial Awareness Matters

Join us for our upcoming webinar on 13<sup>th</sup> August about “Financial Awareness Matters”.

This powerful session focused on financial wellbeing will explore the barriers to talking about money, the impact it can have, and practical steps to take control of your financial future.

**Event Details:** Date: Wednesday 13<sup>th</sup> August

**Time:** 12.00 – 13.00

🔗 Register Now:

<https://attendee.gotowebinar.com/register/4528146668300693845>



### Why Attend?

- Expert Insights: Hear from leading professionals in financial wellbeing as they share real-world experiences and advice.
- Practical Tools: Walk away with actionable tips to support your own financial health or help someone you care about.
- Live Q&A: Get your questions answered in real time during our interactive Q&A session!

### Meet the Speakers

- Antony Price – PayPlan Debt Adviser
- Chi Yip – Care First, Account Manager

## Prostate-Specific Antigen Testing at Cement Plant

Following on from their World Health & Safety day at Rugby Cement Plant in May, the local team organised two days of on-site PSA (Prostate-Specific Antigen) blood testing. Over the course of two days approximately 90 tests were carried out, with both day and night shift employees, drivers and contractors taking part.

The testing was conducted by NHS-qualified nurses, offering a quick, confidential, and potentially life-saving screening for prostate health. Feedback from participants was overwhelmingly positive, with many appreciating the convenience of being able to take the test while at work.

We'd like to thank everyone who took part and those who helped spread the word across the plant. Your participation and support helped make this initiative a meaningful step toward promoting men's health in the workplace.



Let's keep the conversation going and continue encouraging regular health checks among our teams.

## Data Retention Policy – Action Required!

Further to the email you should have received from José Antonio Cabrera regarding the Global Data Retention Policy, here's a quick reminder to start tagging your emails according to Cemex's Global Data Retention Policy!

**Starting on February 2<sup>nd</sup>, 2026, untagged emails will be automatically deleted.**



Retention Tags should only be applied to required emails in accordance with the Policy.



Untagged emails will be automatically deleted 180 days after the email's creation date.



Once the Retention Tag period expires, the emails that were tagged will be automatically deleted.



If you wish to retain the email's content, we recommend converting it to PDF and saving it in your OneDrive or Teams.

**Starting 2<sup>nd</sup> February 2026, emails 180 days and older that were not tagged will be automatically deleted.**



Please make sure that if you need to retain certain emails you need to assign the corresponding 5 or 10-year retention tag based on operational and legal requirements before 2<sup>nd</sup> February 2026. You need to continuously tag relevant emails to retain them.

If you don't need to retain any emails, no further action is required. Compliance with this Policy is **mandatory** for all employees.

Consult the "[Quick Guides](#)" and the "[Data Retention Pathway](#)" for guidance.

Any questions? Please contact the [GSC](#).

## Celebrating Long Service Awards

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

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

- Carl Whyment, Mechanical Technician in Warwickshire, celebrates 50 years
- Stephen Deasley, Sales Executive in West Midlands, celebrates 40 years
- Kevin Pargeter, Electrical Technician in Warwickshire, celebrates 25 years
- James Colledge, Maintenance Planner in Warwickshire, celebrates 25 years
- Amy Davis, Area Sales Manager in West Midlands, celebrates 15 years
- Kevin Egan, Transport Planner in Greater London, celebrates 15 years
- Christopher Cox, Process Controller in Warwickshire, celebrates 15 years
- Joseph Holcroft, Resource and Systems Manager in Hampshire, celebrates 15 years



We hope you enjoy your celebrations.

## Team Spirit Shines at Halkyn Quarry!



Congratulations to Halkyn quarry's Barry Hill who recently competed in The British Masters Basketball tournament in Cardiff and helped lead his team, The Wirral Raptors, to victory in what was a well-attended and exciting event!

In support of Barry's efforts, the team at Halkyn rallied together and held a workplace raffle, raising an impressive £650 to help provide equipment and kit for the team. This total was further boosted by generous contributions from BMS and our contractor partners, ICS and BML Haileys.

A huge thank you to everyone who got involved — and a special congratulations to Barry on his well-earned win. A true team player and a great representative of Halkyn quarry!

Well done Barry, a well-deserved win and a great ambassador for our team both on and off the court!



## Deals on Days Out!

Looking for ideas to entertain the kids during the summer? Head over to our Cemex Lifestyle Platform to find lots of deals on fun days out.

Find deals for Alton Towers, Chessington World of Adventures, London's Theatres, National Trust, Bear Grylls Adventure, London Eye, Madame Tussauds, SEA LIFE London, Shrek's Adventure, the London Dungeon and many more.

Click here to find out how you can save on exciting days out this summer: <https://cmx.employeebenefitsplatform.com/categories/days-out-category/products>



## Our Employee Assistance Programme

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

You can find a guide all about How Care first can support you in the UK News website: [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](http://www.lifestyle-support.co.uk) (Username: cemex Password: cemex).

## Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
93-07-2025	Asphalt Plant Manager	Urbanisation Solutions – Asphalt	Stourton	31/07/2025
94-07-2025	Sustainability Data Manager	Sustainability	Binley	31/07/2025
96-07-2025	Maintainer/ Operator	Cement Operations	Rugby Cement Plant	05/08/2025
97-07-2025	Plant Manager	Materials - Readymix	Newport	06/08/2025

### We would love to hear from you for the next edition

To send us a story: either click on 'submit a story' on the UK News website or email [gb-communicationsandpublicaffairs@cemex.com](mailto:gb-communicationsandpublicaffairs@cemex.com)

If you can, please include a photo too, Thank you.

# SAFETY ALERT

## CROATIA - HiPO - Mixer Pump Truck Accident

DETAILS OF THE INCIDENT

After completing the delivery, the driver was returning to the RMX plant. On the way to the plant the driver suddenly lost consciousness while driving the vehicle. As a result, the truck veered into the opposite traffic lane, continued moving across the roadside terrain, and came to a stop after colliding with the garage of a family house located next to the road. No other vehicle was involved, and the driver was not injured.

KEY FINDINGS

Driver Training	<ul style="list-style-type: none"><li>The driver possessed a valid license authorizing the operation of HGV and the driver had successfully completed all mandatory Cemex safe driving training programs.</li><li>The driver held a valid medical certificate.</li><li>Truck was in a technically sound and roadworthy condition, having met all required safety and maintenance standards.</li></ul>
Conditions/ Behaviour	<ul style="list-style-type: none"><li>The driver was wearing his seat belt.</li><li>He was not using his phone at the time.</li><li>He was travelling at 34 km/h (50 km/h limit).</li><li>Weather was extreme hot and dry, visibility good, the road was dry.</li></ul>
Follow up	<ul style="list-style-type: none"><li>The police provide drug and alcohol testing and the alcohol &amp; drug test were negative.</li><li>No other vehicle was involved in the incident and driver was not injured</li></ul>
Warning Signs	<ul style="list-style-type: none"><li>Low blood pressure was detected, which is considered the most likely cause of the loss of consciousness, especially given the high external temperatures (around 40°C) and the temperature difference inside the truck cabin (approximately 20°C).</li></ul>

HOW COULD THIS HAVE BEEN AVOIDED

- Encourage drivers to undergo regular medical check-ups, especially during summer months.
- Implement a self-assessment checklist before driving (e.g., hydration level, fatigue, dizziness, recent illnesses).

KEY REVIEW POINTS

- Ensure driver training and medical check-ups are effective.
- Be in a good mental and physical condition for driving
- Avoid setting the air conditioning in the vehicles to a temperature drastically lower than the outside environment.
- Gradually adjust the cabin temperature to allow the body to acclimate.



Hierarchy of Control

E

R

I

C

P

Eliminate

Reduce

Isolate

Control

Protect

**Seatbelts Save Lives**  
Wear your seatbelt and make sure any passengers do as well.

**Watch your Speed**  
Keep below the limit and adjust your speed to suit road and weather conditions

**Fit and Alert**  
Ensure you are fit to drive: hydrated, well rested, and free from the influence of alcohol and drugs.

**STOP THINK ACT**



# Earthly Matters



## Cemex & RSPB Partnership Blog July 2025



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



### Partnership Update

By Carl Cornish, RSPB Senior Business Conservation Adviser

I recently spoke at the Lower Trent Summer event about the area north of Newark, Nottinghamshire and the vision for how the restoration of sand and gravel quarries can provide landscape-scale habitats for wildlife. This was a great opportunity to advocate for the value of mineral sites and their restoration for biodiversity with partners and stakeholders. Cemex's Cromwell Quarry is in this area, just across the river from a RSPB reserve, Langford Lowfields, a restored sand and gravel quarry.

My road trip to see new sites with Sean Cassidy, Cemex Biodiversity Manager EMEA, took me to North Wales. We visited Halkyn and Raynes Limestone quarries. Both are important sites for biodiversity and the calcareous grasslands were alive with butterflies. The inland limestone scree at the top of the quarry at Halkyn was being used by Grayling butterflies – a habitat that quarrying can provide.

On Cemex land outside Halkyn Quarry there are areas of Calaminarian Grassland, a rare habitat in the UK. It's a post-industrial habitat created by the spoil from old lead mines. This makes the soil toxic for most plants but there are specialist metal-tolerant plants (known as metallophytes) that can thrive and are characteristic. Spring Sandwort (aka Lead Sandwort) is one such plant and was frequent on the hummocks and hollows by disused mine shafts.



Grayling



Spring Sandwort



Carl  
presenting at  
Lower Trent  
Summer event

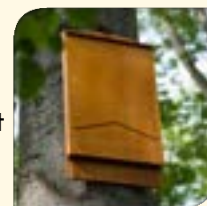
### Actions for Nature

#### International Bat Night

On warm summer evenings, bats fly to catch insects. Female bats need to eat thousands of insects to feed their pups with milk. Bats are the only truly flying mammals and use echolocation to hunt. Contrary to the myth, bats can see.

Many Cemex sites help bats by installing bat boxes, which provide a safe place for them to rest and raise their pups.

The weekend of 30 to 31 August is International Bat Night, with events across the UK. Joining a bat walk is a great way to learn more about bats and see them in action.

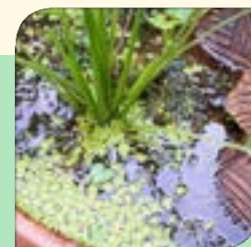


For more information, visit the Bat Conservation Trust website: check out <https://www.bats.org.uk/>

#### Keen to design your own wildlife garden?

Transform your garden into a wildlife haven with the RSPB's planting plan. Discover which trees, shrubs, and flowers attract birds, bees, and butterflies, providing vital food and shelter year-round. Whether you have a large garden or a small space, the guide helps you choose the best plants to support nature and create a colourful, vibrant outdoor space.

Find out more [HERE](#).



### Send us your stories and photos

We are looking for staff stories to include in upcoming blogs, these can be experiences from work or home. We would love to share them in an upcoming blog.

Send them in to: [ab-communicationsandpublicaffairs@cemex.com](mailto:ab-communicationsandpublicaffairs@cemex.com)

# Preventing Dehydration at Work



Fit4Life



## Recognise the warning signs:

- Headache, dizziness
- Fatigue, muscle cramps
- Dark urine, dry mouth
- Reduced concentration



Encourage regular hydration breaks    Provide easy access to water and electrolytes    Educate workers about early symptoms    Adjust workload and schedule breaks in hot environments    Adapt prevention strategies to specific roles and individual needs    Encourage self-monitoring through urine colour – light yellow indicates proper hydration

**Staying hydrated is a shared responsibility – Plan, act, and support each other.**