



Welcome to UK NEWS



Your bi-weekly update from
around Cemex UK

14th August 2025



www.cemexuknews.co.uk

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Health & Safety

Zero 4 Life Let's Do it - Community and Family



Safety is at the heart of everything we do and it goes far beyond our plants and offices. Our actions touch the lives of many from our employees and contractors, our drivers to their families and the communities around us.

That's why it's essential that every one of us works with safety as a top priority and speaks up when something doesn't look right. This is how we make sure everyone returns home safely each day.

We're also deeply committed to supporting initiatives that promote safety in the communities where we operate.

Together, we're building a safer tomorrow and moving closer to our vision of ZERO.

Future in Action

Latest Earthly Matters Blog - August



The August 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 August 2025 edition...

- Partnership Update: MP visit to Rugeley quarry!
- Actions for Nature: Tracking changes in nature

We hope you enjoy this latest edition.

Collaborative Support for Hospice Care!

Congratulations to everyone across Cemex UK who took part in the Quarry Spin-Off challenge, which raised £1,347 for local hospice care.

The initiative, inspired by Dove Holes' Donna Woolliscroft, brought together colleagues from Cemex, along with staff from Tarmac and Breedon for a 12-hour spin challenge. Cemex emerged victorious, earning the title of 'Victorious Quarry'.

Cemex's spin team cycled on static bikes with five new riders every hour, together completing a total distance of 1364.9 km.



Commenting on the event Works Manager, Jordan Hercock, shared: "It was a truly memorable day full of energy, teamwork, and healthy competition, all for a great cause. I'd like to thank Rick Hughes who took full charge of the event and ran the entire day from start to finish. His leadership, commitment and organisation ensured everything ran smoothly and set the tone for a successful day. Also, Donna Woolliscroft who came up with the original idea to invite the other local quarries to take part – a move that significantly boosted participation and helped raise more funds. Thanks to Liam Perkins and team for all their help in setting up and supporting the day's logistics."

Special thanks also go to:

- All Cemex colleagues who participated and supported.
- Jonathan at Concept for lending the Concept2 BikeErgs.
- Blythe House for enthusiastic participation.
- Guardsman Safety Supplies for personalised t-shirts.
- Mark Voigt and Marc Sawkins for collecting and returning the BikeErgs.
- Roger Taylor for setting up the JustGiving page.

Final distance results:

- Cemex: 1364.9 km (Top 3: David Heathcote – 32.086 km, David Hakes – 31.906 km and Ade Leigh – 30.596 km)
- Breedon: 871.9 km
- Tarmac: 825.4 km

Jordan commented: "It was a fantastic event, thoroughly enjoyed by all involved. The friendly competition added to the excitement, and we're hopeful this becomes an annual event that grows bigger, better, and even more competitive year after year! Thank you again to everyone who made this possible – it couldn't have happened without your effort and support."

Suicide Awareness: Learn, Reflect and Support

During September World Suicide Prevention Day falls on the 10th and in the UK many charities use the month of September to raise awareness around suicide and suicide prevention, sharing the message that suicide can be prevented. During the next month the UK Wellbeing Strategy Group will be sharing some of these important resources to support our colleagues who may be directly or indirectly affected by this topic.

What the numbers tell us (Data from [Office for National Statistics](#))

- On average, the UK records around **6,300 suicides annually**, roughly one every 90 minutes—equating to about **11 deaths per 100,000 people**.
- Broken down by gender, the suicide rate reached **17.4 per 100,000 for males** (highest since 1999) and **5.7 per 100,000 for females** (highest since 1994).



Why it's important to raise awareness

The Samaritans surveyed people with lived experience of suicide and the majority said that their suicidal thoughts have been interrupted.

- 60% said their suicidal thoughts had been interrupted by someone close to them, like a friend or family member.**
- 14% said their suicidal thoughts had been interrupted by a stranger or someone they didn't know.**

Many people who struggle with suicidal thoughts feel isolated, ashamed, or afraid to speak out. Normalising conversations helps break down barriers. Even colleagues who seem confident or composed may be facing unseen challenges. Recognising warning signs and extending empathy can save lives.

Over the coming month we'll be sharing the following support resources and signposts:

- What to do if you are at risk of suicide
- Warning signs that someone may be at risk of suicide
- How to support someone you're worried about
- Sources of support

If you are struggling

If you are struggling with suicidal thoughts, or you know someone who is, please use/share these links.

✂ At the end of this document and on the UK News download page [HERE](#), you can find our poster sharing QR codes to many online support resources. Please share this poster on your site notice boards and wellbeing boards.

Sources of phone, text and online support - available 24/7

For **urgent support** please contact your GP and ask for an emergency appointment. Alternatively call the NHS 111 and ask for urgent support.

- Samaritans:** Call **116 123** - <https://www.samaritans.org/how-we-can-help/contact-samaritan/>
- NHS Mental Health Crisis Services:** Available locally via NHS Call 111
- SHOUT** - <https://giveusashout.org/> text SHOUT to 85252 (available 24/7).
A free, confidential, 24/7 text messaging service for anyone who is struggling to cope.
- Suicide Prevention UK** - Helpline Call 0800 5870800 - <https://spuk.org.uk/> - offering a safe haven for anyone who needs someone to talk to.

- **CALM** (Campaign Against Living Miserably) – [call 0800 58 58 58](tel:0800585858) (daily, 5pm to midnight) <https://www.thecalmzone.net/what-we-do>. Nationwide helpline and chat service. Life-saving services, information and advice to help anyone struggling with life.
- **HOPELINE247 Text: 88247. Call: 0800 068 4141.** Free and confidential support for under 35s, information via phone, text message (SMS), email <https://papyrus-uk.org/>

Further support information:

- 📞 How to support yourself if you're struggling with suicidal thoughts (Samaritans): <https://www.samaritans.org/how-we-can-help/if-youre-having-difficult-time/how-to-interrupt-your-suicidal-thoughts-guide/>
- 📞 What to do if you are at risk of suicide (Mental Health UK): <https://mentalhealth-uk.org/suicide/>
- 📄 Guide: Suicidal thoughts – how to cope Click [HERE](#) to open

📄 You can find all our resources on the UK News download page [HERE](#) – please print and share on your workplace screens, notice boards, and wellbeing boards.

Emotional Wellbeing Support During Periods of Change

Experiencing a change in your role, your team or your organisation can bring a mix of emotions, including uncertainty, sadness, frustration, or even regret. These reactions are natural and valid.

We are sharing some guidance designed to help you look after your mental and emotional wellbeing during this period of organisational change.

📌 You can find these support documents at the end of this document and on the UK News download page [HERE](#).



Please print and share on your workplace noticeboards and wellbeing boards.

For Managers

We're also for sharing some support for Managers with team members affected by the reorganisation. Such conversations can be emotionally challenging not only for the person receiving the news, but also for the Manager delivering it.

The guidance is designed to help you look after your own emotional wellbeing while continuing to support the affected employee and the rest of your team.

Managers can find the support document [HERE](#).

Employee Assistance Programme

Don't forget – our Cemex offers all employees a free, confidential employee assistance programme called Lifestyle Support. It 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 and Cemex does not 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).

The Viewpoint: Jaime Muguero on Leading Transformation



Cemex CEO Jaime Muguero shares insights on our transformation journey, empowering teams to lead with ownership mindset, collaborate boldly, and drive operational excellence with a focus on shareholder return.

Watch the interview [HERE](#)!

Josh Newbury MP Visits Rugeley Quarry

Our Rugeley quarry team recently hosted Josh Newbury MP (Cannock Chase) and Carl Cornish from the RSPB for a tour of the site.

The visit was a great opportunity to demonstrate how the quarry delivers value to the local area, from the supply of essential building materials to the creation of jobs that often span entire careers.

Mr Newbury was struck by the strong employee loyalty and commitment within the team, as well as the positive impact Cemex has had through local community projects.

The visit began with a health and safety briefing, then an introduction to our global, UK and regional operations, and then went onto a tour of the operational site.

Carl then led Mr Newbury and the team through the restored heathland landscapes, now thriving with biodiversity. These unique habitats are a key example of how quarrying can leave a positive legacy for nature, contributing unique flora and fauna, species (including adders...) and landscapes.

A massive thank you to the Rugeley team for hosting this visit and doing an exemplary job in making the case for the positives of our industry and our commitment to growth and nature, and to Carl for providing his extensive knowledge and expertise.

If you would be interested in hosting a site visit from an MP, please contact Dan Mann in Cemex UK's Public Affairs team.



Cemex Brand Centre - make it look right, build trust

What if your favourite coffee shop suddenly looked... off? A strange logo, odd colours, you'd question if it's even the same place.

Branding is more than just design, it's trust, consistency, and professionalism.

🔗 Explore our Brand Centre - click [HERE](#).

📺 In this short video [HERE](#), discover why Cemex's branding matters and how the [Brand Centre](#) makes it easy to keep our work aligned.



Visit the Brand Center today!

<https://cemex.sharepoint.com/sites/CemexBrandCenter/>

Success Factors - Offline 27th to 31st August



Success Factors will be offline from Wednesday 27th August until Sunday 31st August as several more countries prepare to 'Go Live'. As part of the preparation for their 'Go Live' the SuccessFactors system needs to pause for all current users during this period.

We couldn't log you in.

Please contact your system administrator.
Error: Invalid Login

Your account may be locked, inactive, or not included in the default user group. If your organization uses SSO, it

This means that when you log in to the Time Off module to request or approve annual leave you will see this message below. You will be able log in again to Time Off from Monday 1st September.

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 and Cemex does not 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).

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 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.



Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
108-08-2025	Multi Skilled Operative (Finished Products, Afternoon shift)	Materials - Aggregates	Dove Holes Quarry	28/08/2025
109-08-2025	Deputy Wharf Manager	Materials - Aggregates	Leamouth Wharf	29/08/2025
110-08-2025	Operative	Materials – Building Products	Somercotes	01/09/2025
111-08-2025	Driver - Mixer	Materials - Readymix	Yorkshire	02/09/2025
112-08-2025	Weighbridge Operative	Materials - Aggregates	East Leake Quarry	03/09/2025

113-08-2025	Operative	Materials - Aggregates	Swinderby Quarry	03/09/2025
114-08-2025	Electrical Technician	Cement Operations	Rugby Cement Plant	09/09/2025
115-08-2025	Multiskilled Operative	Materials - Aggregates	Willington Quarry	09/09/2025

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, Thank you.

Earthly Matters



Cemex & RSPB Partnership Blog August 2025



Welcome to the August 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

During the month I have had two visits to Rugeley Quarry and the surrounding land. The first visit was with Tony Thomas (Landscape Manager) to walk the Site of Special Scientific Interest (SSSI) that Cemex owns and manages, outside of the active quarry. This was to identify potential works this autumn/winter to help bring the lowland heathland into favourable condition. These are targets set by Natural England, the body responsible for SSSIs. Sustained management is required to reduce bracken cover, to be replaced with heathland vegetation.

On my second visit I supported Daniel Mann (Public Affairs Analyst), Mark Brown (Aggregates Operations Manager) and the Rugeley Quarry team with a visit by the local MP, Josh Newbury. During the Parliamentary summer recess, Josh has been visiting sites in his constituency. He wanted to visit this quarry as it's a local employer and he's supportive of the role that business has in restoring biodiversity. We showed him the areas of restored heathland and part of the SSSI. He was impressed with the areas and the work that Cemex has undertaken to restore and manage areas.

Summer is now starting to slip away as we move into September. As a birder, for me summer starts to end in August when birds begin to migrate south from their breeding areas. Many wading bird species are on the move. Wetlands at quarry sites provide vital stopping off areas for birds to rest and feed.



Photo: A Green Sandpiper, a wader species that likes shallow water and muddy edges. Uses waterbodies at quarries on its southward migration.

Photo of Green Sandpiper © Chris Gomersall (rspb-images.com)



Meeting with MP Josh Newbury at Rugeley Quarry

Actions for Nature

Tracking Changes in Nature

The Woodland Trust has been tracking changes in nature through the seasons with its Nature's Calendar. This is a long-term data set that tracks changes in nature observed by the public. It is used to see how weather and climate change affect the timings of these events. One such change that can be recorded is the change in leaf colour. As we move into autumn the leaves of trees and shrubs are starting to change colour. You can record when this starts to happen, known as first autumn tinting. For further information on how to take part and what else you can record, see <https://naturescalendar.woodlandtrust.org.uk/>

Coming Soon!

Homes for Nature Competition Results.

Look out in next month's blog where we will be sharing the winners of our Homes for Nature competition!



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





SUICIDE AWARENESS & PREVENTION

Support Resources



**SCAN FOR ALL
RESOURCES**



SUICIDE PREVENTION

Support Resources

Samaritans



Call
116 123

SHOUT



Text
85252

NHS



Call
111

HOPELINE



Call
0800
068 4141

CALM



Call
0800
585858

Sea Farers Welfare



Call
0207
3232737

Cemex EMPLOYEE ASSISTANCE PROGRAMME



Call
0808
1682143



Take stock of how you feel

Put time aside to examine your current situation and think about how you really feel, perhaps talking it through with someone you trust. Always try to be kind to yourself, and get support with how you are feeling if you think you might need it.

Focus on the short term

Focus on the day-to-day, and think about what's in your power to do right now. Focus on your short-term needs and those of the people close to you.

Try breaking down tasks into manageable and achievable chunks. Start with easier tasks first and as you progress, your mood should improve and it should get a bit easier.

Acknowledge what's working

There will be things, however small, that do not change. Noticing, acknowledging and being grateful for these constants, as well as any small positive changes we have already made or are working on, can help deflect and recover from life's knocks, and helps us see positive possibilities for the future. Each day, consider what went well and try to list 3 things you're thankful for.

Get practical advice

Talk to people you trust and get support if you need it. It can be hard, but try to face your fears and get help. For advice on how to look after your mental health in the workplace, or support others.

Try contacting the a free, confidential Cemex Employee Assistance Programme. Available 24/7 and can provide help and support. Call 0808 168 2143 or visit www.lifestyle-support.co.uk (Username: cemex Password: cemex).

10 Tips for dealing with change and uncertainty



Recognise your achievements

Take 10 minutes and list some of your accomplishments or successes from recent months – no matter how big or small. If you are dealing with some serious stuff, just getting by is a big achievement in itself. Take time to reflect on and be proud of what we have been able to do. It can also help to keep a note of them as a reminder of the good stuff.

Only do what's comfortable

Going at your own pace. We should not let others pressure us into things that make us feel uncomfortable, anxious or unsafe. Discuss any concerns with those close to you and try to build in small positive changes. Honest and open communication is vital but so is giving others the space to move at their own speed.

Find a new rhythm

Routine and structure can be a powerful way to feel more in control and reduce uncertainty. Think about all the things that you can change or control. Make time to de-stress and wind down each day – build in positive activities like exercise, relaxation, hobbies, speaking to friends or spending time with those close to you, and think about a positive sleep routine.

Decide what strategies work for you

Uncertainty can put a strain on our mental health and wellbeing. Remember this is not the first challenge you have faced in life. Think about what strategies have worked best for you before, and work out how you can use these approaches now. Whatever it is, commit to making it part of your daily routine. Recognising when you need professional help with your mental health is an important coping strategy.

Reframe your thoughts

It can be easy to get caught up in negative thoughts, feelings and actions. You might find yourself in a negative spiral where you fixate on issues and convince yourself of the worst. It can be helpful to step back, examine the evidence for your thoughts and explore other ways of looking at the situation.

Try to stay in the moment

When going through a period of change we can sometimes forget about the here and now. Try not to dwell on the past, fixate on the future, or get bogged down by things you do not or cannot know. You can only do your best with what you have today. Relaxation, mindfulness or getting outside are all good ways to help you focus on the present.

EMOTIONAL WELLBEING GUIDANCE FOR MANAGERS

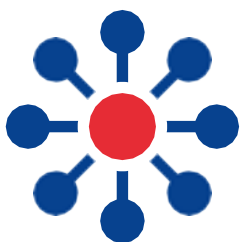
During Organisational Change



These tips are for managers who have already spoken with an employee who may be at risk of redundancy, or who could be affected by the reorganisation. Such conversations can be emotionally challenging not only for the person receiving the news, but also for the manager delivering it.

Fit4Life

This guidance is designed to help you look after your own emotional wellbeing while continuing to support the affected employee and the rest of your team.



Give space to the Employee Allow the person to process the information without pressure to continue the conversation immediately.



Look after your wellbeing

Use available support services, maintain work-life balance, and engage in activities that help you recharge physically and mentally.



Support the Employee with compassion and resources

Treat the employee with empathy and respect in all follow-up interactions. Ensure they know where to find contact details for the Cemex Employee Assistance Programme.



Monitor your stress levels

Watch for signs of burnout or emotional fatigue and take steps to address them early.



Support remaining team members

Plan a short team meeting to deliver a consistent message, address concerns, and maintain morale.



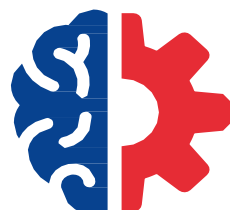
Recognise the emotional impact on yourself

Acknowledge that delivering such news can affect you emotionally. Give yourself permission to process these feelings and, if possible, schedule some recovery time to protect your own wellbeing.



Stay connected

Keep open communication channels with HR and leadership for ongoing guidance and emotional support for both you and your team.



Reflect and learn

Consider what went well and what could be improved for future conversations, both in terms of process and emotional approach.



Debrief and share

Discuss your experience with HR or a trusted colleague to help process your emotions.

Use this opportunity to gather additional tools and resources that can support both you and your team in the days ahead.



Set clear boundaries

Be supportive while maintaining your professional role to protect your own mental wellbeing.