



Welcome to UK NEWS



Your bi-weekly update from
around Cemex UK

11th September 2025



www.cemexuknews.co.uk

Follow **Cemex UK** on LinkedIn

Health & Safety

Celebrating Outstanding UK Safety Achievements



We're proud to share that our UK Readymix business has been awarded the coveted Cemex Safety Sword, a long-standing symbol of excellence in Health & Safety at Cemex UK.



The Safety Sword, this year presented by EMEA Regional President José Antonio Cabrera, has been awarded to winners since the 1960s, reflecting our deep commitment to protecting people and consistently raising Health & Safety standards across the business. This year, the award recognises UK Readymix's achievement as "Best in Sector" for Concrete in the Cemex Global Health & Safety Awards.

Taking the opportunity of being together, Graham Russell, Lex Russell and the Materials UK Management team were delighted to also celebrate their other successes at the Cemex Global Awards earlier this year.

A huge well done and thank you to everyone involved, for making Health & Safety their number one priority and continuing to look after yourselves, each other, and the communities we serve.

Celebrating 24 Years ZERO LTIs for UK Admixtures

Congratulations to the team at UK Admixtures for achieving a very significant 24 years LTI free. Well done and thank you to everyone for making Health & Safety your number one priority and continuing to look after yourselves and each other.

LTI and TRI milestones demonstrate that ZERO is possible, especially in challenging environments and working processes. With the right level of focus and attention to Health & Safety, our Zero4Life objective can be met and sustained.



Action for Happiness – Selfcare September



Why not download this month's Selfcare September – 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!

Self-care isn't selfish. It's essential.

Each day they give you a little task to try and complete. It could be anything from 'Do something meaningful for someone' to 'Share an inspirational quote'. It's a fun way to keep us busy daily and to give our brains a break.

You can watch the Selfcare September video [HERE](#) where Action For Happiness's, Vanessa King shares her top tips for Self-Care September.

Want to find out more about Action For Happiness? Check out their website for further help and guidance: <https://actionforhappiness.org/>

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

Future in Action

Reusable Pallet System for Bagged Cement Distribution

Cemex UK has this week announced a pioneering partnership with The Pallet LOOP, marking a major milestone towards more sustainable packaging solutions in the cement industry.

From October 2025, the core range of Rugby Cement products bagged at Rugby Cement Plant will be delivered on The Pallet LOOP's distinctive green pallets – designed for recovery, repair, and reuse.

Cemex is the first Cement manufacturer to adopt The Pallet LOOP's circular pallet system, reinforcing its commitment to sustainability and innovation. This move is part of our broader Future in Action strategy, which aims to achieve carbon neutrality by 2050.

Vicki Elliott, National Sales Manager for Bagged Cement at Cemex UK, said: "This is a significant step forward for the Cement industry. We've supported The Pallet LOOP from day one, signing its charter back in 2022. Now, we're proud to be the first in our sector to integrate this solution into our Supply Chain. It's about doing the right thing, as simply as possible – reducing waste, cutting carbon, and helping our customers make more sustainable choices."



The Pallet LOOP is an award-winning circular economy pallet reuse scheme designed specifically for the construction sector. Its model addresses a long-standing issue in construction logistics: the single-use pallet. Historically, fewer than 10% of pallets in the sector have been reused, generating over 250,000 tonnes of wood waste annually. The Pallet LOOP's green pallets are FSC-certified, built for multiple trips, and backed by a nationwide collection service that offers our cement customers financial incentives for returns.

Cemex's adoption of LOOP pallets will begin with its core Rugby packed product range; Premium Cement (paper and plastic bags); High Strength; and Sulfate; with plans to expand across the full portfolio in future phases.

🔗 You can read the full press release here: <https://www.cemex.co.uk/-/cemex-uk-pioneers-reusable-pallet-system-for-bagged-cement-distribution>

Dove Holes Team Supporting Local School's Sensory Garden

When Fairfield Endowed Junior School reached out for help with transforming an unused part of their playground our Dove Holes quarry team were more than happy to get involved. The school's vision was to create a sensory garden, complete with herbs, plants, and even a small pond with a water feature – a space for children to enjoy, learn, and explore.

With materials kindly donated by Balfe Building and Construction and Town and Country Aggregates, five volunteers from Dove Holes quarry rolled up their sleeves and completed the transformation. Teachers at the school were delighted with the results and are looking forward to the children returning to see their brand-new sensory garden in the new term.



Well done to the Dove Holes team – Michael Craven, Steve Croft, Dale Kenny, Lee Royle and Elliott Cash-Davis.

A fantastic example of teamwork and community spirit in action!

Profitability

Significant Investment Improves Plant Efficiency



Recently at our Salford Asphalt Plant, Cemex UK has made a significant £180,000 investment with the installation of a brand-new dryer on the A plant.

The previous dryer had reached the end of its operational life, and this upgrade introduces a modified design to improve both durability and efficiency. The new setup features a fixed Z bracket with

thicker roller paths, replacing the old floating design that was prone to cracking. These improvements mean the team at Salford can look forward to a much longer operational life from the dryer, ensuring smoother, more reliable performance.

This investment highlights our ongoing commitment to enhancing our operations and delivering the best possible service to our customers.



Suicide Awareness: – supporting yourself and others

Yesterday was World Suicide Prevention Day 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.

According to a survey completed by the Samaritans with people who have lived experience of suicide, 60% said their suicidal thoughts had been interrupted by someone close to them, like a friend or family member.

If you're worried someone is having harmful thoughts, it's better to interrupt than not.

In this article we will share signposts to:

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

Warning signs that someone may be at risk of suicide

A change in someone's personality and behaviour might be a sign that they are having suicidal thoughts. You may be the best judge of when someone you know is behaving differently.

Changes can include:

- Becoming anxious
- Being more irritable
- Being more confrontational
- Becoming quiet
- Having mood swings
- Acting recklessly
- Sleeping too much or too little
- Not wanting to be around other people
- Avoiding contact with friends and family
- Having different problems with work or studies
- Saying negative things about themselves

There are some further indicators that suggest someone is more likely to attempt suicide:

- Threatening to hurt or kill themselves
- Talking or writing about death, dying or suicide
- Thanking you, or saying sorry to you for no apparent reason
- Preparing to end their life, such as storing up medication
- Putting affairs in order such as giving away belongings or making a will

Signs that something is wrong can sometimes be more difficult to spot. Such as a cheeriness which may seem fake to you. Or they may joke about their emotions, such as saying something quite alarming that is disguised as a joke. Don't ignore your gut feeling if you are concerned about someone. Some people won't be open about how they are feeling. If someone tells you about how they are feeling don't ignore them.

How to support someone you're worried about

If you're worried someone is suicidal, it's okay to ask them directly. Research shows that this helps – because it gives them permission to tell you how they feel and shows that they are not a burden.



Simple actions can help you be there for someone who is experiencing suicidal thoughts. Help them to get help. Reassure them that they were right to share with you and with the right support, these feelings can be managed. Encourage them to speak to their GP, you could help them plan what they will say and even offer to go with them. Make sure they know about helplines like Samaritans and Shout. Help them think of ways they can improve their sense of wellbeing.

People who have felt suicidal will often say what a huge relief it was to be able to talk about what they were experiencing. If someone does let you know that they are having suicidal thoughts, always take them seriously. You don't have to be able to solve their problems. But, if you feel you can, offer support and encourage them to talk about how they're feeling.

- 🔗 **How to interrupt someone's suicidal thoughts** – from people with lived experience of suicide <https://www.samaritans.org/how-we-can-help/if-youre-worried-about-someone-else/how-to-interrupt-someones-suicidal-thoughts-guide/>
- 📄 Poster: **SHUSH listening Tips** – Link >> <https://media.samaritans.org/documents/listening-tips-poster.pdf>
- 📄 Guide: **Suicidal thoughts – How to support someone:** <https://www.rethink.org/Factsheets/9100/Suicidal%20thoughts%20-%20How%20to%20support%20someone%20factsheet> [UK News download link]
- 📺 Video: **Talking to someone about suicide** <https://youtu.be/OMf6sJKkst4>
- 📺 Video: **How being listened to can help** <https://youtu.be/qkeOvDribPU>
- 📺 Video: **Speaking to Family** <https://youtu.be/jDNUBnj2GXE>
- 🔗 **What to say to someone who may be at risk of suicide** - <https://mentalhealth-uk.org/suicide/#section-7>
- 🔗 How to support someone you're worried about: <https://www.samaritans.org/how-we-can-help/if-youre-worried-about-someone-else/how-support-someone-youre-worried-about/>

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

Wellbeing in Action at Angerstein Wharf

We love to hear about teams looking after their wellbeing and this latest example from Angerstein Wharf is fantastic.

At our Angerstein Wharf in London the team came together to build a dedicated wellbeing area to relax, recharge, and connect with nature.

♻️ With sustainability in mind, the team built their benches, tables, chairs and planters by upcycling pallets and containers. With a total spend of just £10 (on screws!), not only have they created a peaceful space to support their wellbeing but also reduced their waste by upcycling materials that would otherwise have been discarded.

Well done to the team, we hope you are enjoying your new outdoor space.

If you are actively supporting your team's wellbeing, we would love to hear from you – let us know by sending details to gb-communicationsandpublicaffairs@cemex.com



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 2nd, 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 2nd 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 2nd 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](#).

Be Aware of Scam WhatsApp Messages Impersonating our CEO



Recently there have been multiple reports of scammers impersonating our CEO, Jaime Muguiro, on WhatsApp, requesting urgent assistance or sensitive information. These are fraudulent messages designed to deceive you.

What's Happening?

Scammers pose as trusted individuals, like our CEO, to trick you into sharing sensitive information or making financial transactions. They may send malicious links or files to steal data or infect devices.

What to Do:

Do Not Respond or Click: Avoid clicking links or downloading files from suspicious messages, even if they appear to come from a trusted contact.

- **Verify Sender:** Confirm the sender's identity through official channels like Microsoft Teams.
- **Report and Block:** If you receive a suspicious message, report it and block the sender via WhatsApp's contact settings.
- **Enable Two-Step Verification:** Go to WhatsApp Settings > Account > Two-step verification > Enable and set a PIN with an email for recovery.
- **Secure Your Privacy:** Review and adjust your WhatsApp privacy settings (Settings > Account > Privacy) to control who can access your information.

Best Practices:

- Use only approved platforms like Microsoft Teams for business communications.
- Stay vigilant and report any suspicious activity to IT immediately.

If you suspect you've been targeted, contact IT support immediately.

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.

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



Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
116-09-2025	Plant Supervisor	Urbanisation Solutions - DSM	Swindon	15/09/2025
117-09-2025	Multiskilled Operative (Primary Days)	Materials - Aggregates	Dove Holes Quarry	17/09/2025
118-08-2025	Sales Administrator	Customer Experience - Readymix	Binley	18/09/2025
119-08-2025	Wharf Manager	Materials - Aggregates	Angerstein Wharf	18/09/2025

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.



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



Self-Care September 2025

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

SUNDAY

1

Find time for self-care. It's not selfish, it's essential

2

Notice the things you do well, however small

3

Let go of self-criticism and speak to yourself kindly

4

Plan a fun or relaxing activity and make time for it

5

Forgive yourself when things go wrong. Everyone makes mistakes

6

Focus on the basics: eat well, exercise and go to bed on time

7

Give yourself permission to say 'no'

8

Be willing to share how you feel and ask for help when needed

9

Aim to be good enough, rather than perfect

10

When you find things hard, remember it's ok not to be ok

11

Make time to do something you really enjoy

12

Get active outside and give your mind and body a natural boost

13

Be as kind to yourself as you would to a loved one

14

If you're busy, allow yourself to pause and take a break

15

Find a caring, calming phrase to use when you feel low

16

Leave positive messages for yourself to see regularly

17

No plans day. Make time to slow down and be kind to yourself

18

Ask a trusted friend to tell you what strengths they see in you

19

Notice what you are feeling, without any judgement

20

Enjoy photos from a time with happy memories

21

Don't compare how you feel inside to how others appear outside

22

Take your time. Make space to just breathe and be still

23

Let go of other people's expectations of you

24

Accept yourself and remember that you are worthy of love

25

Avoid saying 'I should' and make time to do nothing

26

Find a new way to use one of your strengths or talents

27

Free up time by cancelling any unnecessary plans

28

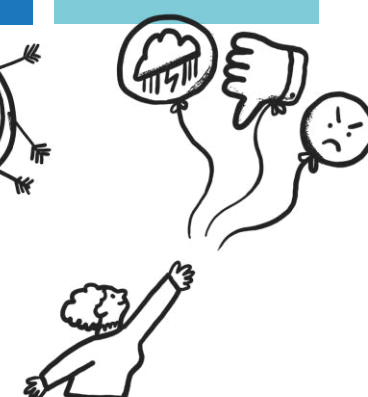
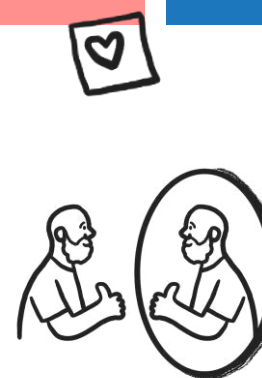
Choose to see your mistakes as steps to help you learn

29

Write down three things you appreciate about yourself

30

Remind yourself that you are enough, just as you are



ACTION FOR HAPPINESS

Happier · Kinder · Together