



CEMEX

Welcome to **UK NEWS**

Your bi-weekly update from
around Cemex UK

9th October 2025



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Health & Safety

Zero LTI Milestone Celebration

Congratulations to everyone in Southwest Materials team who have recently celebrated their four years Lost Time Injuries (LTI) ZERO milestone. This is a significant milestone – well done to everyone involved.

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



Logistics Driver of the Year 2025



Cemex UK's annual Driver of the Year event took place last week at the UTAC Millbrook test track on, with 15 of our Drivers from across our Aggregates and Cement operations put through their paces in a series of challenges to crown the two Cemex UK Supply Chain Drivers of the Year.

The 15 Drivers were invited to take part in this special event in recognition of their excellent safety and efficiency driving performance during the year. By driving more efficiently Cemex's UK Drivers have contributed to a significant cost

saving of approximately £40,000 per month, across Cement and Aggregates. This has been recognised as best in class.

The day is held in memory of Keith Lacey, a former colleague, who sadly passed away just over 10 years ago. Keith was a big advocate of safe and efficient driving in the days before telematics were commonplace across the sector. At the beginning of the event Rob Wilkinson, UK Logistics Manager for Aggregate and Asphalt, took a moment to reflect on Keith's legacy before introducing this year's Drivers to their challenges.

Our Drivers were split into five teams of three, who were then put through the following challenges to determine the Driver of the Year.

- Defect Test: Drivers had to identify and assess a range of defects that had been purposefully 'planted' on a stationary HGV vehicle to test them on their performance in relation to their Driver's safety checks.
- Road Test: Drivers were put through their paces on one of the many circuits at the test track, this course included inclines of up to 21% in places and Drivers were scored against their performance and handling around the test track.

- Manoeuvring Challenge: Drivers were challenged to reverse an Aggregates truck through an obstacle course created from traffic cones, tightly navigating their way around the cones to manoeuvre the truck into its final position.
- Off Road Challenge: Using a 4x4 vehicle designed to meet the challenging conditions of the off-road course, Drivers made their way around a series of challenges including steep inclines, mud, water and a log drive, being awarded points for their control of the vehicle around the course.
- Scalextric Challenge and Road Safety Quiz: Points were also on offer for a road safety awareness quiz and a very impressive large-scale model Scalextric circuit with a 'Hot Lap' Challenge.
- Hot Lap Luxury Sports Car Experience: Drivers were also offered the experience of a series of 'Hot Laps' with a professional driver in a luxury sports car as part of the day.

The Winners

After taking part in all of the challenges Drivers were then given an overall score. This year, Ian Sammons from Cement and David Besford from Aggregates were crowned as the winners of the Cemex UK Driver of the Year.

A fantastic day was had by all attendees, and it was great to be able to recognise our Drivers who have demonstrated the highest levels of safe and efficient driving over the past year.

You can check out all the action on the day by clicking here to see the video and photos: [Go to this Sway](#)

A big shout out must also go to the day's sponsors who helped with various aspects of the event and ensured that the day could go ahead – Ford & Slater, MSC, Netradyne, Microlise, Midland Commercial and DAF, and also Millbrook Vehicle Testing Centre for playing host.

Guidance on 'So Called' Auditors/Social Content Creators Visits to Cemex Sites

Following some recent visits to Cemex sites by 'so called' auditors or social media content creators, using drones or filming devices, we request that you remind yourselves of the following advice:

Social media content creators visit public sites, offices and buildings and carrying out overt and recorded 'public interest audits' of site businesses, using mobile phones, video cameras or drones to record their experience.

The 'Blogger/Auditor' will often be intrusive in demeanour and ask provocative questions about the site's business and the role of staff. They may wear masks and overtly film the site, employees and their reactions.

Their aim is to provoke a response with a view to posting the audit on social media sites, sometimes by way of live feed. In the main, their activities are banal in nature and do not in their own right constitute any offence or wrongdoing. Almost without exception, the filming is undertaken to provoke a reaction, which in itself creates the public interest.

Any colleague faced with a visit from an Auditor/Blogger should follow the following points of guidance:

- Limit any engagement to an absolute minimum.
- Think 'disengage and de-escalate' throughout.
- Be polite and always retain your professionalism and dignity. Be calm and peaceful in your demeanour and do not challenge their right to film/record.
- Do not get drawn into unnecessary conversation. Consider referring enquiries to the company website for further details of our business.
- Maintain a focus on Health & Safety, including that of the Blogger. Discourage entry onto the site or any act of trespass for Health & Safety purposes.
- Filming from a public area does not constitute an offence and need not be challenged. Remember, your challenge is what they're hoping for.



- Know your site boundaries so you are able to offer constructive advice on where safe observations can take place, outside of site boundaries and away from danger. Ensure signage on the gate and surrounding fences advises the site is private and includes the DPIA compliant sign where CCTV is in use.
- Provided the individual(s) remain in a safe and public area, acknowledge their right to watch; “There is no harm in looking as long as you’re safe”.
- Report such incidents to your site manager and CEMEX Security for further advice.

For further information please read this Government advice from the National Protective Security Authority [HERE](#) and watch this excellent video [HERE](#). Both links can be found as QR codes on our poster.

To all Site Managers

Please ensure this topic is covered in an upcoming ‘tool box’ talks to ensure that everyone (contractors etc) without access Cemex email are briefed.

📌 Please display the poster, (which you can find at the end of this document and the UK News download page [HERE](#)) on all workplace notice boards.

Remember, provided no encroachment is made on to the site, no offences are likely to have been committed. Without a reaction from you, no matter how provocative the bloggers questioning, their platform for public interest rapidly diminishes. This ‘trend’ in behaviour is not routinely a matter for police intervention and police should only be advised if staff are threatened, alarmed or otherwise harassed. It is better from the outset, to limit engagement and disengage totally prior to any confrontation.

The Significant Threat of Cyber-Attacks



October is Cybersecurity Awareness Month at Cemex. Your digital habits matter. Protecting Cemex’s digital environment is a shared responsibility.

Colin Jones, Head of Security EMEA Region EMEA, shares the following important message: “Across Europe the cyber enabled threat to modern business continues to represent one of the most persistent and significant security threats. At Cemex the risk of cyber based impacts has consistently featured in the top two global risks for over five years. The

impact on business continuity and the losses involved can be very substantial.

“Together we must continue to remain vigilant and work together to create a culture of awareness and resilience to mitigate against would be cyber-attacks, this is particularly true of our behaviour at the keyboard. To remain cybersafe at home and work, I would encourage everyone to make the maximum use of the knowledge available through the P&IT Cybersecurity Portal and associated learning hub.”

Check out this short video [HERE](#) to find out why we all need to be vigilant, understand the risks and act to prevent cyber-attacks, both at work and at home.

Our Cemex P&IT (Process & Information Technology) team have shared some excellent courses to enable a better understanding of cyber threats. **We strongly advise** that you visit the [Learning Hub](#) on [our Cybersecurity Portal](#) and complete the courses available to you. **Your involvement is necessary to protect our digital environment.** Please take an active role, stay informed, and let’s stay protected together.

One Week Left to Enter MPA Health & Safety Awards!

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

The MPA have launched their 2026 Health and Safety Awards and are now calling for entries. This year the MPA have announced the launch of a new award for the Outstanding Contractor working within the mineral products industry.



The key philosophy behind the MPA Health & Safety Awards is that we are all 'Safer by Sharing'. By actively participating you will be helping to prevent injuries and fatalities within the mineral products industry. Please watch the short video below by clicking on the link. It highlights the benefits for our employees, our organisation, our stakeholders and others working within the mineral products industry, by submitting entries to the MPA Health & Safety Awards.

📺 Please watch this [video HERE](#) to find out more.

Over the years, the Awards have played a pivotal role in preventing serious injuries and fatalities within the mineral products industry and enable the industry to learn about and share the innovations and good practice that improve health, safety, and wellbeing in the workplace. Many of the entries highlighted in the Awards from previous years have now been widely adopted across the mineral products industry and shared via the [Sharing Good Practice guides](#).

For the attention of All General Managers and Operational Managers

It would be great if you can all please encourage entries from your teams*, in any of the topics listed below, and for Individual and Young Leader Recognition (Under 30). The Awards are a great opportunity to share good practices across Cemex UK and the wider industry, to recognise the efforts of our teams and, most importantly, to help keep everyone safe.

*Please note, submissions must be made by Managers.

Award Topics:

- The 7 Health & Safety Topic Awards
 - Safer production
 - Safer maintenance and housekeeping
 - Safer management of pedestrians and transport on-site
 - Safer transport and logistics
 - Safer operations at a contracting/laying asphalt, construction, or customer site
 - Safer through improvements in health and wellbeing
 - Safer together
- 'The Fatal 6' Award
- The Eurobitume Trophy
- The Outstanding Contractor Award (New for 2026)
- The Individual Recognition Awards
- The Young Leader Award (Under 30)
- The John Crabbe Trophy
- The Sir Frank Davies Award

The closing date for submissions is 17th October 2025 and should be emailed to entries@mpahsawards.org. A briefing note and the entry forms are available via the following link:
https://www.safequarry.com/home/best-practice-awards/ent.aspx?dm_t=0,0,0,0,0

The Health & Safety team are available to provide guidance on possible Award entries and submissions as necessary.

We have a proud history of supporting the Awards with significant numbers of entries and Awards received in the past. There is no limit to the number of entries, so you are all encouraged to showcase the great initiatives that we are continually developing and implementing. Be proud, blow your own trumpet and share your initiatives with the industry. We look forward to continuing our long history of success in these prestigious Awards.

Zero for Life Let's Do It! – Good Practices



At Cemex, Health & Safety is our Number 1 priority.

Through our Zero4Life: Let's Do It! program, we are committed to creating a culture where safety is not just a rule but a shared responsibility and a personal commitment.

We celebrate and share examples of successful safety practices that have led to zero injuries. These stories inspire replication and continuous improvement across all operations.

Together, we're building a safer future and moving closer to our vision of ZERO. Let's do it!


Action for Happiness – Optimistic October



Why not download this month's Optimistic October – 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!

In a world full of uncertainty and cynicism, we can make a meaningful difference by encouraging more hope and possibility. Hope is possible, even in difficult times. You can be a 'realistic optimist' this month by taking small positive steps and helping others.

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 UK News download page: www.cemexuknews.co.uk/downloads

 Vanessa King, Head of Psychology at Action for Happiness, shares her top tips for Optimistic October based on the 10 Keys for Happier Living. Watch this [HERE](#)

Customer Centricity

New Thermal Resistant ReadyBlock® Lite Solution



Cemex is introducing ReadyBlock® Lite, an ultra-lightweight Concrete block with a density of 950Kg/m³, designed to help UK customers meet new energy efficiency standards.

Rigorously tested to British and European standards, ReadyBlock Lite offers excellent thermal performance and supports regulatory compliance for upcoming changes to Part L of the UK Building Regulations.

With a lower upfront carbon footprint, ReadyBlock Lite leads the way in sustainable construction and aligns with Cemex's net-zero CO₂ ambitions. The blocks are made-to-order for faster delivery and easier handling and are now available across the UK. ReadyBlock Lite is part of Cemex's Vertua® portfolio of lower-carbon products.

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

Future in Action

Rugby Group Benevolent Fund Donates £100,000 to Friends of St Cross

The Rugby Group Benevolent Fund has donated £100,000 to the Friends of St Cross, a local charity dedicated to supporting Rugby's Hospital of St Cross and community and mental health services.

This generous donation will help establish a new drop-in centre in Rugby town centre, providing a health on the High Street facility, aimed at improving access to health services for residents and is expected to open late 2026.

The new drop-in centre will offer a welcoming space where people can seek advice, support, treatment and referrals for a range of health and wellbeing services. It is designed to bridge the gap between clinical care and community support, making it easier for residents to engage with health professionals and access preventative care.

Established in 1955, the Benevolent Fund was originally created to support the welfare of employees, former employees, and their dependants of Rugby Cement. Over the years, it has expanded its mission to include charitable causes in communities around former and existing cement plants and quarries. While supported by Cemex UK, the Fund remains independently managed by a board of trustees made up of former employees.

Fund Chair Graeme Fuller along with trustees John Brooks, David Holton and Ian Southcott presented the donation cheque at the Friends of St Cross AGM, also attended by the High Sheriff of Warwickshire and the Mayor of Rugby. Speaking on behalf of the Fund, Graeme Fuller commented: "We are pleased to support the Friends of St Cross in their efforts to bring health services closer to the community. This donation reflects our commitment to improving the lives of people living and working in our local area."

Willy Goldschmidt, President of The Friends of St Cross, said: "The Friends are deeply grateful for all the support we have received from the Rugby Group Benevolent Fund over the years. This generous donation significantly empowers us to expand our contribution to this new health facility. With this boost, we can bring even more vital services closer to the people of Rugby, making a meaningful difference in our community."

Image L to R: Willy Goldschmidt, Graeme Fuller, Ian Southcott




Giving Nature a Home Competition

In April we launched our Cemex UK Giving Nature a Home competition. 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 was aimed at celebrating these efforts and encouraging even more ways to give nature a home.


A big thank you to all the sites that sent in their photographs. The judging panel included Sean Cassidy, EMEA Biodiversity Manager, Carl Cornish, Senior Business Conservation Adviser RSPB, and Tina Baxter, UK Communications Adviser.



After a difficult decision, we're now delighted to announce that we decided on two overall winners.

 Congratulations to the teams at St Helens Readymix Plant and West Deeping Quarry. The judges were really impressed with the variety of nature now making their homes at these sites. Additionally, it was great to see how teams were recycling site materials into homes for nature and bird feeders.

The winning teams will be receiving some sacks of RSPB Bird feeds and pollinator flower seeds to support their Homes for Nature.


 You can read all about the winning entries and see all the photos, from all entries [HERE](#).

We hope you enjoy looking through the photos and take some inspiration for your own sites!

Latest Earthly Matters Blog – September



The September 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: Visit to West Heath Quarry
- Actions for Nature: Follow the Countryside Code
- Winners announced for our Giving Nature A Home competition

We hope you enjoy this latest edition.

Marine Team Break Dredging Record



Congratulations to the Marine team who have recently marked a new monthly dredging record. In September, the Sand Falcon dredger achieved an impressive 180kt, while the larger Reimerswaal dredger reached an 257kt.

Kurt Cowdery from UK Marine shared: "This outstanding performance reflects the dedication and skill of the entire team, who operate across different market areas and overcome varied challenges."

Congratulations to everyone involved for this exceptional achievement!"

Cemex UK Communications Forum 2025: Highlights

On Thursday 4th September, colleagues from across Cemex UK gathered at our Binley Head Office for the annual Communications Forum. The event brought together business leaders and Employee Representatives for open discussions on health & safety, sustainability, financial performance, and the company's future direction.

The day began with UK Materials Director, Lex Russell, welcoming everyone and emphasising the importance of honest, transparent communication. Updates throughout the day then covered topics such as the strong UK safety performance, cost management in a tough market, and progress towards strategic goals under our new CEO, Jaime Muguero.



Employee Representatives played a key role, sharing questions and feedback from their teams. The forum closed with thanks for everyone's contributions and a reminder that open dialogue helps us move forward together.

For more details or to discuss any topics, please contact your Employee Representative.

You can read the Summary Newsletter and access the Questions & Answers on the UK News download page using the links below:

- [UK Communications Forum 2025 Questions and Answers Master](#)
- [UK Communications Forum Newsletter 2025](#)

Supporting Your Mental Health

Tomorrow is World Mental Health Day, an important opportunity to share the large range of resources available to support you, your friends, family and colleagues.

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

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



Together, go through the resources which you can find via the links below, or use your phone's camera to scan the QR Code QR.

In our online **Mental Health Resources** folder you can find the following pdfs for:

- [How to have conversations around mental health](#)
- [Cemex Employee Assistance Programme](#)
- [Mental Health - Online Signposting](#)

- [Tip for helping](#)
- [Andys Man Club - It's OK to talk](#)
- [Spot signs of burnout](#)
- [Self-assess your mental wellbeing](#)
- [Talking to someone about mental health](#)
- [Feeling anxious or depressed?](#)
- [Top tips for easing anxiety](#)
- [Mental Health Awareness - Online resources](#)
- [Mental Health Awareness - Can you spot the signs](#)
- [Mental Health Awareness - Tips for helping someone](#)

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 on the UK News download page [HERE](#).

For further online support please try these organisations who have a large amount of information and resources to help you. <https://www.mentalhealth.org.uk/> or <https://mentalhealth-uk.org/>

Our Cemex 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 easy to access, available 24/7 and can provide help and support with a wide range of issues of 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



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).

A Day in the Life... Engaging with Policymakers

By Dan Mann, Public Affairs Analyst

Cemex's Public Affairs team has been busy on the party conference circuit this autumn, attending both the Labour Party Conference in Liverpool, and then a Manchester for Conservative Party Conference, amidst a backdrop of political uncertainty and polling volatility.

With the construction and materials sector facing a challenging and uncertain outlook, these conferences provided an important opportunity to engage directly with policymakers, industry partners, and stakeholders on the future direction of policy.

Can't buy me love? Help! With a little help from my friends... At the Labour Party Conference in Liverpool, there was a strong focus on growth and delivery, with “build, baby, build” emerging as the unofficial slogan of the week. Steve Reed, Secretary of State for Housing, Communities and Local Government – and his now-iconic red “build” bucket hats – became the standout symbol of Labour's ambitions to get Britain building again. Translating these ambitions into actionable policy will be a key challenge for government – and a continued focus for Cemex's Public Affairs team.



Throughout the conference, Cemex was directly involved in constructive discussions with government and parliamentarians, including meetings with Labour's Energy & Industry team, the Chair of the Business and Trade Select Committee, Liam Byrne MP, the Secretary of State for Business and Trade, and key MPs including John Slinger for Rugby (see photo).

Don't look back in anger, on a blue Monday... At the Conservative Party Conference in Manchester, the focus was on the Party's vision in opposition and its approach to economic growth, planning reform, and industrial strategy, trying to shake off the hangover of a disappointing end to government, and significant polling challenges. Cemex engaged in a number of fringe events highlighting the importance of supporting domestic production and a competitive tax regime. We were also pleased to speak with Select Committee Chair, Geoffrey Clifton-Brown, and Leader of the Opposition, Kemi Badenoch.

Cemex continues to play an active role in these conversations, ensuring the industry's voice is heard in shaping a policy and regulatory environment that supports economic competitiveness, sustainable growth, and the UK's net zero ambitions.

Dan Mann said: “Engaging with politicians and party members at conference is a vital part of understanding the political landscape and ensuring that Cemex is part of the conversation on the issues that matter to our industry and our communities.”

Long Service Celebrations

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

We appreciate all your contributions and hard work over the years and hope you enjoy your celebrations.

- Andrew Rundell, Plant Manager in Bedfordshire, celebrates 25 years
- David Heathcote, Electrician in Derbyshire, celebrates 25 years
- James Kirwin, Fitter in Hertfordshire, celebrates 40 years
- Sonny Netto, Health and Safety Adviser in West Midlands, celebrates 25 years
- Claire Louise Osborne, Customer Service Representative in West Midlands, celebrates 15 years
- Jodie Hopkins, Negotiator (Local) in Worcestershire, celebrates 15 years
- Adrian Del Corral Lackner, Reliability Engineer in Warwickshire, celebrates 15 years
- Andrew McGregor, Electrical Supervisor in Warwickshire, celebrates 15 years
- Susan McNeilis, Sales Administrator in West Midlands, celebrates 15 years
- Alan Grahame Booth, Plant Technician in Flintshire, celebrates 15 years



Christmas Time Savings with Discounts App

Argh, we’ve mentioned the C-word! But with 78 days until Christmas, now is the time to start thinking about ways to save this Christmas.

Have you considered the Pluxee Discounts app for taking advantage of our Cemex Discount Platform? It’s a mobile app that allows Cemex employees to purchase discounted eVouchers and film eCodes while on the go, to instantly use in-store and online.

Available as a free download on App Store for iPhone and on Google Play, simply search ‘Pluxee UK Discounts’ to get your app.



Find out more [HERE](#)

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
126-10-2025	Quarry Manager	Materials - Aggregates	Berkswell Quarry & Small Heath Quarries	10/10/2025

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.

Optimistic October 2025

MONDAY



TUESDAY



WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

SUNDAY

1 Write down three things you can look forward to this month

2 Find something to be optimistic about (even if it's a difficult time)

3 Take a small step towards a goal that really matters to you

4 Start your day with the most important thing on your to-do list

5 Be a realistic optimist. See life as it is, but focus on what's good

6 Remind yourself that things can change for the better

7 Look for the good in people around you today

8 Make some progress on a project or task you have been avoiding

9 Share an important goal with someone you trust

10 Take time to reflect on what you have accomplished recently

11 Avoid blaming yourself or others. Find a helpful way forward

12 Look out for positive news and reasons to be cheerful today

13 Ask for help to overcome an obstacle you are facing

14 Do something constructive to improve a difficult situation

15 Thank yourself for achieving the things you often take for granted

16 Put down your to-do list and do something fun or uplifting

17 Take a small step towards a positive change you want to see in society

18 Set hopeful but realistic goals for the days ahead

19 Identify one of your positive qualities that will be helpful in the future

20 Find joy in tackling a task you've put off for some time

21 Let go of the expectations of others and focus on what matters to you

22 Share a hopeful quote, picture or video with a friend or colleague

23 Recognise that you have a choice about what to prioritise

24 Write down three specific things that have gone well recently

25 You can't do everything! What are your three priorities right now?

26 Find a new perspective on a problem you face

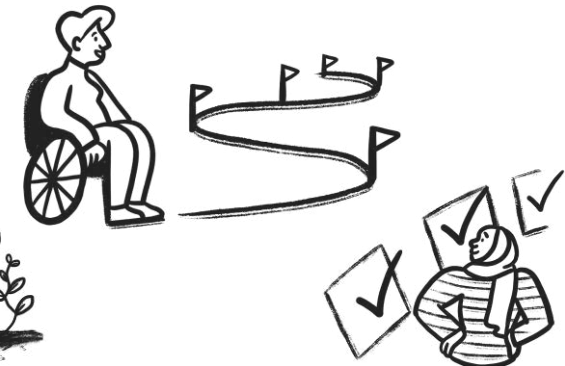
27 Be kind to yourself today. Remember, progress takes time

28 Ask yourself, will this still matter a year from now?

29 Plan a fun or exciting activity to look forward to

30 Identify three things that give you hope for the future

31 Set a goal that brings a sense of purpose for the coming month



ACTION FOR HAPPINESS

Happier · Kinder · Together



GUIDANCE

‘SELF PROCLAIMED’
AUDITORS/SOCIAL
MEDIA VLOGGER
VISITS TO CEMEX
SITES

Think
‘disengage &
de-escalate’
throughout.

REPORT
INCIDENTS TO
SITE MANAGER
AND CEMEX
SECURITY FOR
FURTHER
ADVICE.



Limit any engagement to an absolute minimum. Remember, your challenge is what they’re hoping for.



Remain calm, polite and always retain your professionalism and dignity.



Filming from a public area does not constitute an offence and need not be challenged.



Maintain a focus on Health & Safety, including that of the vlogger.



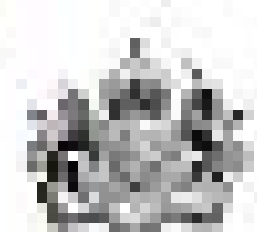
Discourage entry onto the site or any act of trespass for Health & Safety purposes.



Know your site boundaries to offer constructive advice on where safe observations can take place, outside of site boundaries and away from danger.



Ensure signage on gate and surrounding fences advises the site is private and includes DPIA compliant sign where CCTV is in use.



National Protective
Security Authority

Social Media
Auditors
Guidance



VIDEO



ARTICLE

Earthly Matters



Cemex & RSPB Partnership Blog September 2025



Welcome to the September 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 visited West Heath Quarry in September with Sean Cassidy (Cemex EMEA Biodiversity Manager) to review the site's Biodiversity Action Plan. The Lowland Heathland restoration areas were looking colourful with the lilacs and purples of flowering Common and Bell Heathers. Several Small Copper butterflies were flying in the sunshine and nectaring on the heather flowers. It was pleasing to see some standing decaying wood, scattered dead wood and log piles in the woodland and Lowland Heathland. As long as a tree is not likely to cause problems for operations, then decay is OK. Decaying is part of the natural lifecycle of a tree and provides habitat for wildlife. Saproxylic is the term used for species that depend on decaying wood. It comes from two Greek words, sapos (rotten wood) and xylon (wood).

There is a whole hidden world of fungi mycelium, adult and larval beetles, and other invertebrates inside decaying wood. We saw a couple of reptile species on site - Common Lizards and Slowworms. Piles of dead wood are important for reptiles as basking sites to warm up, provide shelter when it's too hot and a refuge for when it's cold. A pair of Stonechats birds were using a brash pile as a lookout post and dropping down to catch insects. Providing decaying and deadwood is an easy way to help increase biodiversity on a site. Thanks to the quarry team who made us welcome.



Decaying tree stump colonised by lichens and Sulphur Tuft fungus © Carl Cornish



Small Copper butterfly on Common Heather © Carl Cornish

Actions for Nature

Follow the Countryside Code

Habitats have been at risk of wildfires in the hot, dry summer we've had. That risk has, thankfully, reduced with cooling temperatures and increasing rainfall. A wildfire can soon devastate an area and whilst vegetation will eventually recover, it can be catastrophic for wildlife by killing and injuring individuals, and perhaps cause local extinctions if species can't recolonise an area. When I was visiting Rugeley Quarry in the summer, I saw fire engines racing towards a wildfire on Cannock Chase. Thankfully it wasn't on Cemex's heathland. It only takes a dropped cigarette butt, an abandoned disposable barbeque and a bottle acting as a lens to start a fire.



Scan for the Countryside Code

A way to help is to follow the [Countryside Code](#). This a set of simple are simple actions to follow that makes the countryside a safer and more enjoyable place to visit and for those people who live and work there.

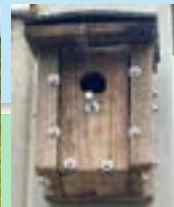


WINNER



Homes for Nature Competition Results

Thank you to all the teams who sent in entries to our Homes For Nature competition. It was a very difficult decision, but we would like to congratulate the teams at West Deeping Quarry and St Helens Readymix Plant, who win joint first prize. Well done everyone! We'll be sharing more details about these and all our other entries in communications coming soon - watch this space!



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

