



CEMEX

Welcome to **UK NEWS**



Your bi-weekly update from
around Cemex UK

23rd October 2025



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Health & Safety

Latest Safety Alerts



The latest three Safety Alerts relate to incidents which occurred in the UK and Czechia, but the learning points can be applied throughout our own operations.

Please review these Safety Alerts with your teams and take the opportunity to carefully review the learning points and address any gaps that are identified. You can find these three Safety Alerts at the end of this document and on the UK News download page [HERE](#).

✂ Please ensure they are shared on workplace notice boards.

Health and Safety information and resources can be found at the following location:

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

Significant Zero LTI Milestones



Many congratulations to everyone in our UK Asphalt business who have recently celebrated an amazing nine years ZERO Lost Time Injuries (LTIs). A huge well done to everyone involved – this is an outstanding achievement.

Also, congratulations also go to our UK Yorkshire Materials team who are celebrating nine years ZERO LTIs, and to our UK Rail and Sea Transportation team, celebrating two years ZERO LTIs – these are both fantastic achievements.

Thank you to everyone for your continued commitment to Health & Safety, and for looking after yourselves and each other.

Preventing Rollovers

Rollovers are among the most serious and costly incidents on our roads, and unfortunately we've seen a sharp rise in cases across the EMEA region this year. Every one of these incidents could have been prevented.

While we're thankful none of these rollovers have resulted in fatalities, the risk of serious injury, operational disruption, and property damage remains high. Rollovers don't happen by chance; they are a result of avoidable factors.



📺 In our latest video, we aim to raise awareness about how and why rollovers happen, and the simple steps our Drivers can take to stay safe. Please watch this new Rollover Awareness and Prevention video [HERE](#)

Most rollovers stem from four key factors:

- Road Conditions: Wet, uneven, or poorly maintained surfaces can dramatically increase risk.
- Driver Fatigue: Long hours and lack of rest impair judgment and reaction time.
- Distractions: Mobile phones, in-cab devices, or even momentary lapses in attention can be dangerous.
- Speed: Driving too fast for the conditions or the load can quickly lead to loss of control.

Each of these causes ties directly to our Cemex Driving Essentials. These principles are designed to keep you safe, protect others, and ensure our operations run smoothly.

What You Can Do

- Stay alert and aware of your surroundings at all times.
- Adjust your speed to match road and weather conditions.
- Take regular breaks to avoid fatigue.
- Minimise distractions - focus on the road, always.

Rollovers are preventable. Let's work together to ensure they don't happen again.

Cyber Security – Your Role Matters

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

Please remember to follow 'Your Safe Cyber Top 10' at all times, to ensure you continue to operate safely online.

- ✓ Log off / lock your keyboard when away from your computer.
- ✓ Practice good password security; never share or leave your password unsecure.
- ✓ Do not insert USB sticks or other memory media where you can't be sure of the device history. Only use Cemex allocated USB or memory media.
- ✓ Collect printing promptly. Use 'Private Print' or 'Follow Me' for sensitive documents.
- ✓ Do not connect unauthorised devices including mobile phones.
- ✓ Avoid connecting to unsecured public Wi-Fi (e.g. Airports and Hotels) ALWAYS use the VPN.
- ✓ Prevent your screen from being viewed in public; consider using a protective screen.
- ✓ Always keep your laptop secure when not in use.
- ✓ Beware of phishing emails; 'Think before you click!'
- ✓ Do not download unauthorised apps or software.



We have also produced a poster with the same top 10 tips – you can find it at the end of this document and on the UK News download page: [HERE](#)

 Please ensure this poster is shared on all office noticeboards.

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.

Keeping Distribution Lists Up to Date

Following the recent company restructure we'd like to remind all colleagues to review and update any email distribution lists, WhatsApp groups, or other group communication channels that you manage.

Keeping your lists up to date helps ensure company information is shared to the correct people, securely, and that information is not inadvertently shared with colleagues who have left the business. This is important as some people keep their Cemex phone numbers after leaving the company.



Please ensure that:

- People who have left the business are removed from email mailing lists and WhatsApp groups.
- New colleagues, or those who have changed roles, are added to the correct distribution lists/groups.

If you're unsure who should be included in a particular group, please check with your Line Manager or HR contact.

Thank you for taking a few minutes to do this, it really helps us all stay secure, connected and aligned.

Future in Action

EMEA Photo Competition Winners



We're delighted to share the winners and runners-up from the Cemex EMEA Photography Competition.

Click [HERE](#) to see the winning photos.

Cemex actively protects and nurtures biodiversity at all sites through careful environmental management and education. Our photography competition celebrates the diversity of wildlife at our sites, since every organism is part of an ecosystem which needs protection for a richer, stable and resilient environment as we progress towards being Nature Positive by 2030.

We hope you enjoy these amazing photographs taken by our EMEA colleagues.

Reusable Pallet Scheme Launched at Rugby



Our partnership with The Pallet LOOP has officially launched with the first load of the distinctive green coloured recyclable pallets, carrying our core range of Rugby Cement products, dispatched to customers across the country.

What is The Pallet LOOP?

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 of single-use pallets. Historically, fewer than 10% of pallets in the sector have been reused, generating over 250,000 tonnes of wood waste annually. Pallet LOOP's green pallets are FSC-certified, built for multiple trips, and backed by a nationwide collection service that offers Rugby Cement customers financial

incentives. This includes receiving between £2 to £4 for each pallet returned to The Pallet LOOP, providing a more cost-effective alternative than disposing of them.

Why have we joined The Pallet LOOP Scheme?

Cemex is the first cement manufacturer to adopt The Pallet LOOP's circular pallet system, reinforcing a robust industry leading commitment to sustainability and innovation through its broader Future in Action strategy.

Vicki Elliott, National Sales Manager for Bagged Cement at Cemex UK, said: "To help reduce CO₂ emissions, Cemex is actively prioritising circular economy principles across the business with a core focus on transforming many residues and industry by-products into valuable materials and promoting natural resource management. The Pallet LOOP's business model mirrors our commitment to circularity with its award-winning reuse scheme. For decades, wasted and abandoned wood pallets have posed a real challenge across the supply chain. It is great to see such a fresh and dynamic approach effectively tackling the long-standing issue of single-use pallets. We look forward to expanding the service across the full Cemex portfolio in future roll outs."

How we are supporting our customers

This isn't a big operational change for our customers – deliveries will still arrive as usual. Customers have received an update from us with all they need to know about the incoming green pallets and how the scheme will operate.

Working with Pallet LOOP offers us all a chance to make more sustainable choices, and with the added benefit of our customers earning money from pallets that would otherwise cost them to dispose of.

For further information visit www.thepalletloop.com

Rugby Benevolent Fund Supports Local Rugby School

Cemex Cement Tanker Driver and Trainer, Darrell Collins, is a regular visitor to local schools around Rugby. Passionate about educating primary school children about road safety, Darrell, along with his truck and a small team, recently visited local St Oswald's Primary School in Rugby to share his road safety programme.



During the visit the head teacher mentioned that they were looking for funding for a new trim trail for their school playground. Just by chance, around the same time Darrell was asked to take ex-Cemex employee, John Brooks, who is now a Transport Consultant, out in the tanker, to enable John to refresh his knowledge while chatting, Darrell discovered John was a Trustee of the Rugby Group Benevolent fund.

Darrell mentioned the St Oswald's School trim trail to John and after connecting the two organisations the Benevolent Fund was delighted to support the school with a £10,000 donation towards the new equipment.

Speaking on behalf of the Fund John Brooks said: "You can't help but be inspired by passionate people with a mission. Darrell is such and so is Head of School, Jayne Geran. I felt that the trustees needed to know about this opportunity and there was not a moment's hesitation – the grant was approved. I am sure I would be considered too old to have a go on the trim trail, but I look forward to seeing the project when it is complete."

The Rugby Group 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.

Swimming for Dementia UK

During November, Amanda Morrall, Inbound/Security Co-ordinator at Rugby Cement Plant, is aiming to swim a total of 10 km (400 lengths of a 25m pool) to raise money for Dementia UK – a charity very close to her heart. Having lost her nan and currently her mother-in-law suffering from Dementia, Amanda along with her sister, are hoping to raise as much money as they can.

If you would like to support Amanda please head over to her JustGiving page [HERE](#).



If You Use the Head Office EV Charge Points



Can we please remind colleagues who are now using the charging points at our Head Office in Binley, Coventry to please move your car to a regular car parking space after your car is charged. This allows others who have booked that space to use it after you.

Please ensure you book your slot ahead of your visit – do not just use an empty space on arrival.

The four car parking spaces need to be booked using Outlook calendar. First open a new meeting booking, type 'Pod' into the location and the

four pods will automatically pop up without you needing to hit enter or search.

(GB.COV.CXH.CP.PP01.PodPoint-01; GB.COV.CXH.CP.PP02.PodPoint-02; GB.COV.CXH.CP.PP03.PodPoint-03; GB.COV.CXH.CP.PP04.PodPoint-04).

The number of the PodPoint booking relates to the photo above (1 to 4). You can book a maximum of four hours, but if you need more time you can book back-to-back four hour slots. Booking is only available between 6am and 6pm. Once you have booked your slot you will receive a confirmation email.

General reminder for using the chargers.

You will need the PodPoint app to use the chargers. If you have already got a Podpoint account registered with your personal email address, you can either change your email address to your Cemex email address in the app settings, or, email andrea.ingham@cemex.com and request that she register your personal email address with the Cemex Podpoint account.

You can find the Cemex Workplace EV Charging Policy on the UK News download page [HERE](#).

Employees

The Floor is Yours: Get Ready for the We'X 2025 Survey

**Empowered
Voices, Inspire
Change!**

Help build our workplace.

Our **We'X Survey 2025** is coming soon. Get ready to make a difference!

Every year the We'X Employee Experience Survey gives everyone at Cemex the chance to share what's working, what's not, and what could make our day-to-day experience even better. It's more than a survey; it's your opportunity to speak openly and help shape a workplace that reflects what matters to you.

Last year, 85% of colleagues across Cemex, shared honest feedback, driving real actions in collaboration, leadership, and growth. It's proof that when you speak up, things move forward.

Whether you've been here for a while or are new to the company, your perspective helps us see the bigger picture and make smarter decisions for everyone.

Stay tuned for further information next week. In the meantime, visit our [We'X SharePoint page](#) to learn more about how the process works and how your responses remain confidential.

The best way to shape the future of work at Cemex is by sharing your experience. Your feedback truly matters.

Breast Cancer Awareness Month

This month is Breast Cancer Awareness – a great opportunity to remind ourselves of the signs and symptoms; share resources about reducing risk of breast cancer and further information about screening.

Breast cancer is the most common cancer in women in the UK, with around one in seven women developing the disease in their lifetime. It is also the second leading cause of cancer death among women in the UK. However, survival rates for breast cancer are high, especially when it is caught early.

Breast cancer is often thought of as something that only affects women, but men can get it in rare cases. It grows in the small amount of breast tissue men have behind their nipples. It usually happens in men over 60 but can very occasionally affect younger men.



What are the signs and symptoms of breast cancer for women?

The most common signs and symptoms of breast cancer are:

- A lump in the breast or underarm
- Changes in the size, shape, or symmetry of the breast
- Nipple discharge
- Nipple retraction (turning inward)
- Redness, scaliness, or thickening of the nipple or breast skin
- Pain in the breast or nipple

If you experience any of these signs or symptoms, it is important to see a doctor right away.

What are the signs and symptoms of breast cancer for men?

The symptoms of breast cancer in men include:

- A lump in the breast – this is usually hard, painless and does not move around within the breast
- The nipple turning inwards
- Fluid oozing from the nipple ([nipple discharge](#)), which may be streaked with blood
- A sore or rash around the nipple that does not go away
- The nipple or surrounding skin becoming hard, red or swollen
- Small bumps in the armpit ([swollen glands](#))

If you experience any of these signs or symptoms, it is important to see a doctor right away.

We have shared a large range of resources on our UK News download page. You can find them all on our UK News download page [here](#).

- [Reducing Your Risk of Breast Cancer](#)
- [NHS Breast Screening](#)
- [Breast Cancer Resources poster](#)
- [Breast Cancer - how to spot it](#)
- [Breast Cancer - Reduce your risk](#)
- [Breast Cancer - 5 points in 5 minutes](#)
- [Breast Cancer - Signs & Symptoms - Men](#)
- [Breast Cancer - Signs & Symptoms - Women](#)

Want to know more about ways to reduce risk of breast cancer? Here are some links to supporting articles about breast cancer in the UK:

- <https://www.cancerresearchuk.org/about-cancer/breast-cancer/risks-causes/reducing-breast-cancer-risk>
- <https://breastcancerprevention.org.uk/everydaylife/>
- [Prevent Breast Cancer UK](#)
- [Breast Cancer UK: reduce your risk – breast cancer in men](#)
- [Breast Cancer Now: breast cancer in men](#)
- [Cancer Research UK: breast cancer in men](#)
- <https://youtu.be/9jYz-qZRPi4>

We have also made a poster to display on all workplace notice boards – this shares a QR code to the download folder for these resources. You can find this poster at the end of this document and on the UK News download page [here](#).

Protecting Cemex Funds from T&E Misuse

Recently, Cemex was involved in a legal process to recover monies following unauthorised spending on a company-issued credit card by a former employee. The individual continued to use their Travel and Expenses card after leaving Cemex for a variety of personal purchases, accruing a total of over £2,000.

Unfortunately, the former employee did not provide sufficient evidence to counteract claims of fraudulent transactions and did not cooperate fully with our Legal Team to resolve the outstanding debt.

As a result, Cemex initiated court proceedings, which ultimately led to full repayment, including legal costs, within the required timeframe to avoid a County Court Judgment being registered on the individual's credit file. This case serves as a timely reminder of the importance of robust controls and clear communication between Managers, HR, and GES.

Please remember to follow the company policy around use of T&E cards, and in particular, Line Managers must be vigilant when approving expense reports and facilitating leavers from the business.

In particular:

- **Prompt Cancellation of Company Cards:** Company-issued credit cards should be withdrawn from employees as soon as practicable when they leave Cemex. GES and HR now work closely to ensure this process is followed, reducing the risk of similar incidents occurring in the future.
- **Regular Statement Reviews:** Managers are reminded to review the travel expense claims submitted by their reports carefully to ensure all charges are legitimate and related to business activities. Vigilance in this area helps protect both our people and the company from potential misuse.

Cemex is committed to recovering any sums owed to the company. Where necessary, we will pursue legal avenues to ensure reimbursement of unauthorised spending, while always seeking to resolve matters constructively and fairly.

By working together, we can safeguard company resources and uphold our standards of integrity.



Check Your Ducks Goes Pink at Binley



At our Coventry Head Office we've recently launched a new quarterly charity support initiative, launched last week supporting the local the University Hospitals Coventry & Warwickshire Charity. The campaign, Check Your Ducks, is a cancer awareness initiative, using the idiom "get your ducks in a row" to remind people to regularly check their bodies for unusual changes and seek early detection for better outcomes.

This week the campaign at Binley continued with the national Wear it Pink campaign, supporting for Breast Cancer Awareness Month. Head Office colleagues enjoyed a fun day of wearing pink clothing and accessories and enjoying a fantastic bake sale featuring lots of tasty pink cakes and cookies.

Also on sale were lots of fun themed ducks supporting the Check Your Ducks campaign, including Halloween and Christmas themed ducks.

The day was a great success, raising a fantastic £503. A big thank you to Michelle and Hollie for organising, and to all our Head Office colleagues for your generosity and support – together we're making a real difference.

Welcome to the New UK Ethos Committee

The UK Ethos Committee meets quarterly and is responsible for:

- Reviewing complaints raised about UK ethics-related issues to ensure they are fully investigated, and appropriate actions taken.
- Supporting the roll-out of global ethics initiatives, communication, and training.

You can access the Ethos Line [HERE](#)

You can access the Code of Ethics [HERE](#)



QR Codes for these links are available on the poster at the end of this document and on the UK News download page: www.cemexuknews.co.uk/downloads

Congratulations on ICT Results



**Outstanding Performance:
The Institute of Concrete
Technology Exams Results**

We are delighted to announce the latest Institute of Concrete Technology (ICT) exam results for Cemex candidates in the Product Technology programme.

Throughout the course, candidates balanced demanding assignments and a final examination alongside their busy professional lives at Cemex.

Their success is a testament to their dedication and hard work, earning them an internationally recognised qualification. The successful candidates are:

General Principles

Adrian Snewin	Sales Liaison - Admixtures	PASS
Billy Scobbie	Technician - Precast	CREDIT
Kieron Wilson	Technical Manager - Materials	DISTINCTION
Fletcher Gould	Laboratory Technician - Materials	CREDIT
Liam Cranfield	Technical Supervisor - Precast	PASS
Ryan Eyre	Sales Executive _ Admixtures	CREDIT

Najee Palmer	Technician - Materials	PASS
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Practical Applications

Naomi Read	Team Leader - Materials	PASS
Alexander Dale	Technician - Materials	CREDIT

The ICT courses provide valuable insights into the technology behind Cemex products, benefiting staff across technical, sales, operations, and customer service roles. There is still time to register for the next cohort. For more information, please visit the following SharePoint link: [Institute of Concrete Technology Courses \(ICT\)](https://cemex.sharepoint.com/sites/UKPlanningDevelopment/SitePages/Institute-of-Concrete-Technology-Courses-(ICT).aspx)

[https://cemex.sharepoint.com/sites/UKPlanningDevelopment/SitePages/Institute-of-Concrete-Technology-Courses-\(ICT\).aspx](https://cemex.sharepoint.com/sites/UKPlanningDevelopment/SitePages/Institute-of-Concrete-Technology-Courses-(ICT).aspx)

Line Managers please send your nominations to: gb-hrplanning@cemex.com

Congratulations Lauren



Congratulations to Lauren Greenaway, a Transport Planner from Customer Services Cement team, who recently celebrated her 10 years of service.

Here you can see Lauren celebrating with her Line Manager and some of her team at Rugby dispatch.

Construction Startup Competition Winners

The Construction Startup Competition 2025 has officially announced its winners, spotlighting 13 groundbreaking startups, poised to reshape the future of construction. Organised by leading venture capital and construction firms including Cemex Ventures, Caterpillar, Trimble, and others, the competition drew 563 applications from 54 countries, making it one of the most globally competitive editions yet.



This year's winning startups tackled challenges across four key focus areas: Green Construction, Enhanced Productivity, Construction Supply Chain, and Future of Construction. Among the champions are Ailytics (Singapore), Altenders (France), Alithic (US), All3 (UK), BuildCheck AI (US), Birdsvie (Norway), Enlaye (US), IRIDSENSE (France), Gravis Robotics (Switzerland), Hyperion Robotics (Finland), Kapture (Australia), Navlive (UK), and Taiyō.AI (US).

Eight of these startups will pitch their solutions at the Trimble Dimensions User Conference in Las Vegas on 11th November, competing for gold, silver, and bronze honours. The remaining five will head to Helsinki for the inaugural European Pitch Day at Recotech on 18th November, where one will be crowned European Champion. Now in its ninth year, the competition continues to serve as a launchpad for startups to gain visibility, pilot their technologies, and connect with investors. With over 4,100 startups having participated since 2017, the initiative remains a cornerstone in accelerating innovation across the built environment.

Startups and industry leaders alike are invited to join the movement and "Build the new construction rules" at Trimble Dimensions this November.

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

Do You Need Support?

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).



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
128-10-2025	Property Solicitor	Legal	Binley	23/10/2025
129-10-2025	Operative	Materials - Aggregates	Ryall Quarry	04/11/2025
130-10-2025	Regional Raw Materials Negotiator	Procurement	Rugby Cement Plant	04/11/2025

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.

UK SA10/2025 – 09.10.2025

SAFETY ALERT

MTC - CONTRACTOR THUMB TIP FRACTURE

DETAILS OF THE INCIDENT

While operating a power hoist, a trained and experienced contractor momentarily trapped the tip of his left thumb between the hoist body and the boss above the hook.

At the time, he was focused on guiding the load, when the left thumb (non-dominant) became trapped when he operated the hoist pendant using his other hand. He was able to lower the hoist immediately to free off his hand. He was working on the Climafuel Pfister hopper in the PHT. Initially, the incident was reported at the weekend as a first aid treatment, and the individual continued to attend work since.

However, it was later informed that he sustained a small fracture to the bone at the very tip of the thumb.

In line with CEMEX reporting criteria, this incident was reclassified as a Medical Treatment Case.

Safe Systems	Work was being carried out as part of the kiln major overhaul. Work was authorised via a permit to work. The team were briefed and had read through the RAMS. The permit contained additional assessment and controls. Take 5 completed.
Competency	The IP joined his employment company on 07/9/21 and had extensive experience of working on this type of task and was appropriately trained.
PPE	All required PPE was worn, including suitable ‘riggor’ and cut proof protective gloves for the task.
Standards	A ‘CM Lodestar’ electric hoist, recently installed by Cemex, was being used to assist with the safe removal of Climafuel Pfister components. This setup included a lifting beam and trapdoor arrangement. The hoist unit, which is virtually new, was inspected and found to have no faults. At the time of the incident, the load being lifted was well within the system’s Safe Working Load (SWL) capacity. Note: This hoist had been installed in response to a risk identified by the maintenance team during previous work on the Pfister. The hoist eliminates a manual handling task and supports the EMEA regional 2025 strategic focus on reducing manual handling interventions.

HOW COULD THIS HAVE BEEN AVOIDED?

The injury occurred when the injured person (IP) attempted to manually guide the load by holding the hook during hoisting. A moments loss of concentration resulted in the IP’s left thumb becoming trapped.

A contributing factor to the incident was the design of the lifting beam and hoist setup. Due to space constraints caused by surrounding equipment, the chain lift point cannot be centrally aligned with the trap door, requiring the IP to manually guide the load into position. Additionally, the hoist was mounted at head height (again due to space constraints), creating an accessible nip point between the hook and the casing.

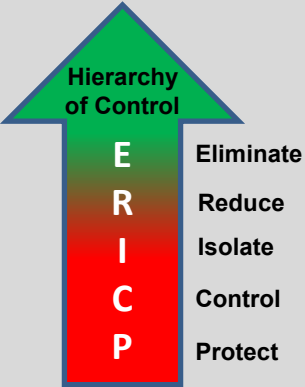


Photo showing the relative height of the beam – space is very restricted in the area!

The boss shown in its upper trip position between the shoulders of the casing. The illustration shows how, despite the ‘safety gap’, the thumb can still be nipped (see blue arrow opposite)



Display Until
09.11.2025



UK SA09/2025 – 09.10.2025

09.11.2025

SAFETY ALERT

EMPLOYEE MINOR ANKLE FRACTURE

DETAILS OF THE INCIDENT

During routine water jetting in the pre-heater tower (PHT), an employee mis-stepped while moving backwards during water jetting, causing his right foot to step into the gap beyond the walkway kickboard. This led him to momentarily lose balance and roll his left ankle. The gap, located between the walkway and the chalk riser duct, measured 18cm and was obviously never large enough for a person to fall through.

The duct’s structural flange acts as a natural handrail, guiding individuals away from the gap when adjacent to it. On typical walkways, protected by a handrail, stepping beyond the kickboard often exposes workers to much larger gaps and fall potential. The kick board met the required height and complied with both British and Cemex Standards.

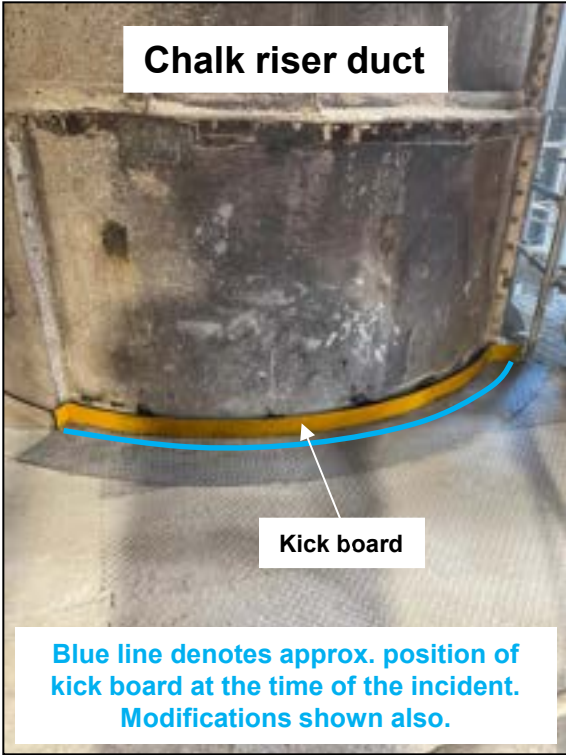
A precautionary x-ray revealed a small bone fracture in his ankle. His ankle was not placed in a cast, and to facilitate a speedy recovery, he remained on shift with modified duties.

Safe Systems	The SSOW was up to date and was reviewed in the second half of 2024.
Competency	The injured person (IP) was fully trained and certified to carry out the task. He was carrying out the task with his colleague. The IP received external independent re-training on water jetting during November 2024. He has many years of experience. 169 VFLs were conducted in the PHT in 2024, with a significant proportion focusing on water jetting and Cardox activities. The IP was last observed during a VFL in late December 2024.
PPE	All required PPE was worn, in compliance with the Safe System of Work (SSOW).
Standards	In 2024, the PHT underwent multiple independent Health & Safety inspections, as it has at least annually in previous years. These inspections were carried out by the UK H&S team, and in 2024, the Corporate Governance Audit team also conducted an inspection of the PHT. These compliment the frequent inspections by site staff. No issues in this area had been identified.

HOW COULD THIS HAVE BEEN AVOIDED?

Water jetting is an activity that does require the operator to step backwards. Where feasible, ensure the area behind is of sufficient space and free of any structures.

The restricted space on the working platform, a result of the PHT’s design (including the routing of ducts), is a contributing factor. To improve the area, the kick board has been moved slightly closer to the duct – see below. Note: the gap cannot be closed completely, and therefore the kick board must remain in order to allow for thermal expansion – the duct runs hot due to process conditions.



Hierarchy of Control

E Eliminate
R Reduce
I Isolate
C Control
P Protect

Look after yourself and each other

Don't let anyone act unsafely, always stop unsafe practices.

Housekeeping

Keep designated access routes and work areas tidy and free from trip/slip hazards.

STOP THINK ACT

SAFETY ALERT

TRI – Eye Injury while handling a powder admixture

DETAILS OF THE INCIDENT

The employee was emptying bags with powder admixture into a bucket. While tearing open the packaging, some of the powder got into the employee's eye despite wearing protective safety glasses. First aid was provided to the injured person immediately after the incident. Afterwards the IP was transported to an ophthalmology clinic. The employee suffered temporary degradation of eyesight.

KEY FINDINGS

✓	The employee had valid all required training in terms of safety.
✓	The employee was wearing normal safety glasses at the time of accident.
✗	The work glasses did not fulfill requirements of ISO 16321-1 in terms of requirements for penetration of fine particles.
•	Using sealed glasses or goggles for this activity was not required by producer work instructions or admixture packing.
✗	The IP was not familiar with safe procedure because producer work instructions or SOP were not available for this activity at the plant. The only instructions available at the plant were in a foreign language.
•	According to the producer work instructions is not necessary to open bags for dosing the admixture into a mixer or mixer truck. The admixture is delivered in bags solvable in water.
✗	The IP was opening bags because of customer complaints in terms of quality. The IP did not forward this information to his superior or quality department.

HOW COULD THIS HAVE BEEN AVOIDED

- When handling additives or other hazardous substances, follow the manufacturer's instructions or safety data sheet. If you find that the workplace lacks usage instructions, record it as NMHA and inform your supervisor.
- Use the correct prescribed PPE – protective safety glasses / sealed goggles.

KEY REVIEW POINTS

- Make sure that safety data sheets and the manufacturer's handling procedures for hazardous substances are available at the workplace.
- Verify that provided instructions are clear and understandable for workers.
- Check that first aid kits are located at workplaces where hazardous substances are used.



Instructions in a foreign language



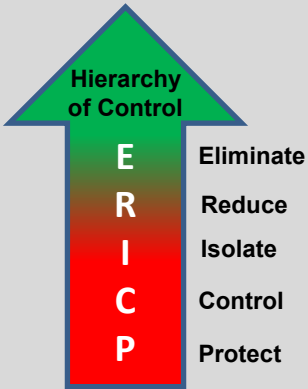
The admixture in a solvable bag



The work glasses that IP was wearing at the time of accident



The example of sealed goggles that fulfils requirements of ISO 16321-1



Safe Systems

Follow safe systems of work, site rules, signage and traffic signals.

Incident/Hazard alerts

Report all incidents/hazards immediately.

Personal Protective Equipment

Always wear the correct PPE.



STOP THINK ACT

Meet our UK Ethos Committee



Lucy Forster

Human Resources



Lex Russell

Materials



**Philip
Baynes-Clarke**

Cement Operations



Vishal Puri

Legal



Valentina Rizea

Internal Control

The committee meets quarterly and is responsible for:

Reviewing complaints raised about UK ethics-related issues to ensure they are fully investigated, and appropriate actions taken.

Supporting the roll-out of global ethics initiatives, communication, and training.

ETHOS



› **Committee
Administrator**

Liz Burns

Human Resources

Scan to
Access the
ETHOS line



Scan to Access
the Code of
Ethics



EMEA
CEMEX
4YOU

Your Safe Cyber Top 10



- ✓ Log off / lock your keyboard when away from your computer.



- ✓ Practice good password security; never share or leave your password unsecure.



- ✓ Do not insert USB sticks or other memory media where you can't be sure of the device history. Only use Cemex allocated USB or memory media.



- ✓ Collect printing promptly. Use 'Private Print' or 'Follow Me' for sensitive documents.



- ✓ Do not connect unauthorised devices including mobile phones.



- ✓ Avoid connecting to unsecured public Wi-Fi (e.g. Airports and Hotels) ALWAYS use the VPN.



- ✓ Prevent your screen from being viewed in public; consider using a protective screen.



- ✓ Always keep your laptop secure when not in use.



- ✓ Beware of phishing emails; *'Think before you click!'*.



- ✓ Do not download unauthorised apps or software.

Our Security is in your hands - if in doubt ASK!

Wellbeing Strategy Group UK

Breast Cancer



**BREAST CANCER
AWARENESS
MONTH**

We have shared some resources about Breast Cancer on our UK News Download Page.

**Scan the QR code to
access the resources**

