



Welcome to UK NEWS

Your bi-weekly update from
around Cemex UK

4th December 2025



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Health & Safety

Latest Safety Alerts – Ankle and Back Injuries



The latest two Safety Alerts relate to injuries in our UK operations. The first relates to a Cement Tanker Driver that injured his ankle during a delivery to a customer site and is a reminder about the importance of carrying out Take 5, and ensuring pedestrian routes and walkways are in

good repair, including clearly defining different level/height changes. This is especially relevant to our ongoing efforts to rollout the EMEA Prevention of Slips, Trips & Falls campaign.

✦ You can view both Safety Alerts at the end of this document and on the UK News download page [HERE](#).

The second alert contains details of an injury that occurred to a contractor that was struck by a falling Cement bag. The alert contains information about an initiative the team implemented following the incident called **'Making the Invisible, Visible'** that helped to identify hidden or less obvious hazards, together with a series of supporting Safety Talks. Managers are encouraged to review this initiative in case it can be applied in other places.

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.

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>

Preventing Diesel Theft: How Good Housekeeping Can Make a Difference

Diesel theft continues to be a challenge across our sites, but there are things we can do to make our sites less attractive targets for thieves. Recent images from several locations highlight how small oversights in housekeeping create easy opportunities for thieves. The good news is that by taking simple, consistent actions we can significantly reduce our risk.

Our approach is grounded in our core security principles: Deter, Deny, Detect, Disrupt and Respond. Applied effectively, these principles help us protect our assets and support safer, more secure operations.



What a diesel thief needs

A typical diesel thief requires four basic elements:

1. A diesel source — such as a fuel tank, loading shovel, bowser or similar.
2. A siphoning tool — often just a length of hose.
3. A container — to collect and store the stolen fuel.
4. A method of transport — usually a vehicle, though even a wheelbarrow can be enough.

Unfortunately, all of these items are commonly available on most sites. This is why attention to housekeeping is essential.

Simple housekeeping steps that make a big impact

A small amount of time spent securing equipment can make it far harder for offenders to operate. Key measures include:

- Locking away hoses, containers and wheelbarrows when not in use.
- Keeping diesel stocks to the minimum levels required for safe and efficient operations.
- Disposing of unused containers responsibly — ideally by crushing or holing them to prevent reuse.
- Maintaining clear, tidy storage areas to prevent thieves from easily locating what they need.

These actions help break the chain of opportunity. If a thief cannot quickly find the tools they rely on, the chances of them moving on increase significantly.

Working Together to Reduce Risk

Diesel theft is not inevitable. By embedding consistent housekeeping practices across all of our site we can reduce the number of offences committed against us and better protect our people, equipment and fuel.

For Site Managers – please report incidents of diesel theft to the police and forward full details to John Sweeting, UK Security Manager. Please also contact John for any further support/information about diesel theft.

Thank you for playing your part in keeping our sites secure. If you identify any vulnerabilities or recurring issues, please raise them with the UK Security team immediately, so we they can respond effectively.

The Morning After the Night Before



The festive season is a time for Christmas parties, and we hope you will enjoy your festive celebrations. However, it's crucial to be aware of the dangers associated with drinking alcohol and/or taking drugs at these events and then operating equipment on site or driving the following morning.

Drugs and alcohol impair your ability to drive or operate equipment safely, and their effects can linger long after the party has ended. Even if you feel fine the next morning, you may still be above the legal limit. The body processes alcohol at a rate of about one unit per hour, but this can vary depending on factors such as weight, age, gender, and metabolism. Therefore, a heavy night of drinking can leave you above the legal limit to drive well into the next day.

Cemex has a zero tolerance of any drugs that could adversely affect work performance and/or health and safety. There is no acceptable limit for non-prescribed controlled drugs. Cemex UK operates a 'zero tolerance' approach and any positive result will lead to disciplinary action which could include dismissal. The limit for alcohol is 22 micrograms of alcohol per 100 millilitres of breath or 0.46 grams of alcohol per 1 litre of blood (%o [w/v]). The detection of alcohol above the limit stated will determine that the person is under the influence of alcohol and has tested positive. Testing

positive for drugs or alcohol without a satisfactory medical explanation will be considered as gross misconduct and could lead to instant dismissal.

Operating machinery or driving under the influence of drugs or alcohol not only puts your life at risk but also endangers the lives of others. Drugs and alcohol affect your reaction times, coordination, and judgment, making it more likely that you will be involved in an accident. The consequences of being caught drink-driving are severe. You could face a minimum 12-month driving ban, a fine, and even imprisonment. Additionally, a drink-driving conviction can have long-lasting effects on your life, including increased insurance premiums, difficulty finding employment, and a criminal record.

To avoid these dangers plan ahead this festive season. Celebrate responsibly and make sure your festive season is memorable for all the right reasons.

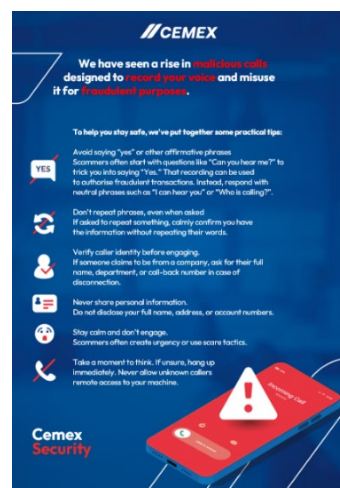
✦ Please print the poster which you can find at the end of this document and on the UK News download page: [here](#) and share it on your workplace noticeboards.

Be Aware of Malicious Phone Calls

We have seen a rise in malicious calls designed to record your voice and misuse it for fraudulent purposes.

To help you stay safe, we've put together some practical tips:

- Avoid saying “yes” or other affirmative phrases. Scammers often start with questions like “Can you hear me?” to trick you into saying “Yes.” That recording can be used to authorise fraudulent transactions. Instead, respond with neutral phrases such as “I can hear you” or “Who is calling?”.
- Don’t repeat phrases, even when asked. If asked to repeat something, calmly confirm you have the information without repeating their words.
- Verify caller identity before engaging. If someone claims to be from a company, ask for their full name, department, or call-back number in case of disconnection.
- Never share personal information. Do not disclose your full name, address, or account numbers.
- Stay calm and don’t engage. Scammers often create urgency or use scare tactics.
- Take a moment to think. If unsure, hang up immediately. Never allow unknown callers remote access to your machine.



This guidance has been shared as a poster to display on workplace notice boards. You can find this at the end of this document and on the UK News download page: www.cemexuknews.co.uk/downloads

New Year Health & Safety Webinar



You are invited to join the EMEA Health & Safety Webinar on 8th January at 12.30pm, with our Regional President José Antonio Cabrera, and our EMEA H&S Director Robert House.

The webinar is on Zoom and you can join using this link:

<https://cemex.zoom.us/j/81318357485>

Driving Safely This Winter



Winter has arrived and it is important to make sure you're prepared to tackle all that the winter roads throw at you. Winter weather can be harsh and driving conditions can quickly change, with poor visibility, snow and ice on the roads; you need to be prepared and take extra care when planning your journey.

What's the best way to prepare for cold weather – driving in snow, ice and rain? And if you drive an EV, how is range affected by cold weather?

Before you go anywhere follow these tips to help you to stay safe:

- Plan your journey. Tell friends or family where you're going, which route you're taking and when you expect to arrive.
- Keep a torch, blanket, ice-scraper, small shovel, suitable shoes or boots, de-icing fluid and a supply of winter grade screen wash fluid in the car. Some basic food and drink are also a good idea, and perhaps a flask of hot drink for longer journeys.
- Always take a fully charged mobile phone with you and ensure you have a working in-car charger.
- Never use warm or hot water to clear your windows of ice. The sudden change in temperature could crack the glass.
- Never set off if you haven't completely de-iced your car windows, lights and exterior mirrors. Driving with just a small 'porthole' of clear glass in a frosty windscreen isn't only dangerous – it's illegal. It's also a good idea to remove snow from the bonnet, boot lid and roof.
- Never leave your car unattended with the engine running to de-ice it – you may lose the car to an opportunist thief.
- Make sure your car is fuelled or charged sufficiently for your journey, bearing in mind you may get stuck in winter weather.

✦ Please print and share the Winter Driving Tips poster which you can find at the end of this document and on the UK News download page: [here](#)

Action for Happiness – Do Good December

We may not be able to change the whole world, but our small acts of kindness still make a big difference.

This final month of the year can be a joyous time as we celebrate Christmas with our loved ones, but the pressures of the festive season can also make it stressful.

Don't forget to prioritise your mental health and wellbeing throughout this busy month. A quick and easy way to be more mindful is by following the latest calendar from Action for Happiness.

This month, the theme is Do Good December, encouraging us all to take a small action every day that shows kindness and generosity to all. Find out more [HERE](#)

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

Remember that small actions can help to change the world!



Customer Centricity

Sheffield Asphalt Plant Reopens Stronger Than Ever



The UK's Sheffield Asphalt Plant, a key plant supplying our South Yorkshire customers, is now back in action, rebuilt, upgraded, and better than ever! This achievement is thanks to the dedication, skill, and teamwork of a cross-functional Cemex team who led the refurbishment following a fire incident earlier this year.

The fire caused extensive damage to the switch room and control cabin, requiring a full electrical overhaul, including a complete plant rewire spanning seven miles of cable. While the plant was offline, the team took the opportunity to refurbish key components: the

mixer and screens were rebuilt, two new feeders installed, and the plant control computer upgraded to a faster, fully digital system. The control room has been replaced with a modern, air-conditioned office, providing an elevated view of the plant and enhanced working conditions.

These improvements mean Sheffield now operates as a one-stop shop for Asphalt, Concrete, Screeds, and Aggregates, delivering high-quality products across South Yorkshire.

A huge thank you to everyone involved—their hard work and expertise have brought the plant back stronger than ever, ready to serve our customers efficiently and safely.

Future in Action

Climafuel Transformation Wins IChemE Industry Project Award

Congratulations to UK Cement Operations team for winning the prestigious IChemE Industry Project Award 2025 Award for their work on the “Climafuel Transformation project: 100% Alternative Fuel Operation at the Rugby Cement Plant”.

The winning award was announced at the recent IChemE Global Awards 2025 in Manchester. These awards are widely regarded as the world's leading celebration of chemical engineering excellence. Established in 1994, they spotlight projects that push boundaries across the chemical and process industries, showcasing innovation that delivers real-world benefits.



The IChemE Industry Project Award specifically recognises the most outstanding chemical engineering project implemented in industry within the last four years. Eligible projects must demonstrate exemplary engineering, execution, and contribution to sustainability and operational improvement. Our Cement team's winning project embodies all of these attributes. Through the Climafuel Transformation initiative, the Rugby Cement Plant can now operate on up to 100% alternative fuels, significantly reducing reliance on fossil fuels and lowering the plant's CO₂ emissions. Climafuel is a waste derived fuel which is made using household residual and commercial waste that would otherwise go to landfills. Reducing the use of fossil fuels at its Cement plants is key to Cemex's efforts to decarbonise operations as part of its Future in Action strategy and global ambition of delivering net-zero CO₂ concrete by 2050.

Commenting on winning this award Phil Baynes Clarke, Director UK Cement Operations & Technology, said: “Winning this Award is a fantastic recognition for the team’s commitment to driving more sustainable operations and reducing our carbon emissions. Congratulations to everyone involved in the Climafuel Transformation project, this recognition is truly well deserved.”

The Institution of Chemical Engineers (IChemE) is a global professional body advancing chemical engineering for the benefit of society. With a network of around 32,000 members across more than 100 countries, IChemE plays a vital role in developing industry professionals and fostering the innovations shaping a more sustainable future.

Road Safety School Visit



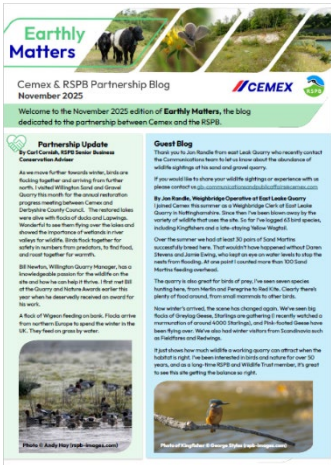
Cemex’s commitment to protecting vulnerable road users is what drives its programme for Road Safety Engagement in schools. Recently, a team from Halkyn quarry visited local Ysgol Brynhyfryd Primary School, to give the children an education presentation about road safety. The team took along a Cemex tipper truck to help the children understand the driver blind spots.

A big thanks to the Cemex team for the fantastic support on the day. The team included Les Grabarz - Northern Logistics Manager, Dan Wynn - Quarry Manager, Katie Herd - Driver, Mel Williams - Driver Supervisor, and Angharad Williams - Driver Supervisor, who all supported on the day.

The team shared our Vulnerable Road User presentation to the whole school, around 130 pupils from the four years to nine years old, and they had some great participation from all the age groups.

Pupils from the school wrote to the Cemex team thanking them for arranging the event: “Thank you for spending your time with us talking about road safety when trucks and large vehicles are nearby. We really appreciate you coming to make all of the classes aware of the dangers that can happen by big vehicles, and what they may carry inside of them. We thought it was really cool how you opened the truck and how you can’t see anything ahead of you in the blind spot. Everyone also enjoyed sitting in the chairs at the front and looking through the cameras too. We appreciate that you took time out of your day to visit Ysgol Brynhyfryd with your truck.”

Latest Earthly Matters



The November 2025 edition of Earthly Matters, the blog dedicated to the partnership between Cemex and the RSPB, is now available for you to read.

You can find it at the end of this document, or on the UK News website [HERE](#).

In your November 2025 edition...

- Partnership Update: Restoration progress meeting at Willington quarry
- Guest blog by Jon Randle from East Leake quarry
- Actions for Nature: Guidance about Bird Flu

We hope you enjoy this latest edition.

Welcoming Cattle to Kensworth



Last week the team at Kensworth quarry welcomed some new visitors to their restoration area – a small herd of year old Herefordshire young bulls. The cattle will help encourage biodiversity on the restored area of land and it is hoped that over time it will help to improve the habitats at Kensworth.

Grazing is essential in maintaining the low nutrient levels required by the plant species present in this beautiful habitat. The random grazing pattern of livestock creates vital structure within the grassland. This creates micro habitats, each of which have their own microclimate – more micro habitats mean more insects and more insects, mean more birds and mammals. The structure of a habitat with its lumps and bump, tall bits and short is the foundation to increasing biodiversity on our sites.

The restoration of our quarries is a vital part of our dedicated sustainability strategy Future in Action. We work closely with the RSPB to ensure Biodiversity Management Plans are in place across our UK quarries.

Mark Gough, Quarry Manager at Kensworth quarry, said: “It’s important that when our work is finished at the quarry the land is restored to a high standard so it can form a habitat for many diverse wildlife and plant species. We’ve been keen to introduce cattle, and we’re excited to see how they can positively impact the biodiversity of the restored areas and the habitat available.”

Profitability

Celebrating 20 Million Tonnes Milestone



To strengthen operations at our Dove Holes Rail Head, our Supply Chain team took on a dedicated rail terminal operator in 2018. They appointed Victa Railfreight to manage the arrivals, departures and placing of trains to load.

In mid-November 2025 we celebrated a significant milestone of 20 million tonnes of Aggregates despatched out of Dove Holes, with Victa’s assistance. This was done safely and at a service level of 99.7% of trains despatched on time in full. This has helped increase outbound volumes, performance and rail reliability at Dove Holes.

Thanks to this high level of performance, the team has grown new business, now supplying three trains a week directly to a valued customer’s railheads in East Anglia. This partnership is not only improving service but also creating new revenue opportunities for our materials business.

A huge congratulations to everyone involved, a true team effort and a milestone that keeps Dove Holes firmly on track for continued success.

Significant Investments into Dove Holes Building Products Facility

We are making a major investment in our Dove Holes Building Products site, installing new machinery and technology to modernise operations and enhance our Concrete solutions offering.


The upgrade includes a new Rekers Concrete block press, replacing equipment from the 1980s. This will allow the production of a wider range of block sizes, better meeting customer specifications and supporting future product development.

A new SKAKO Concrete batching mixer is also being installed, improving efficiency, safety and product quality, while using less energy and producing fewer carbon emissions. The site will also benefit from a water recycling system and upgraded automated controls using Siemens PLCs.



This work forms the second and final phase of the site's investment programme, following the introduction of new Void packs in July 2025. The facility is currently shut down for installation and is expected to reopen in early 2026.

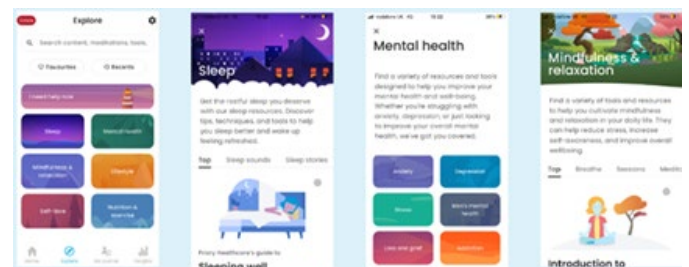
Sam Culshaw, National Sales Manager at Cemex, commented: "We are pleased to be investing in our Dove Holes Building Products facility, which will see the implementation of new and advanced technologies. This crucial investment will contribute to making the site's processes more efficient and aligned with our decarbonisation targets, while enabling us to produce higher-quality Concrete blocks that are closely tailored to the requirements of all our customers, including in size and performance. The new machinery will also allow us to develop new products in the long term and expand our solutions offering across the UK markets. To ensure minimal disruption to business during the shutdown, we have stockpiled over a million square metres of blocks from our key product range at Dove Holes, helping to keep our customers in constant supply during this period. The facility will resume its operations in early 2026."

 You can read the full press release [HERE](#).

Employees

My Possible Self App

Included within our Employee Assistance Programme Care First is the excellent My Possible Self (MPS) App. MPS is the free to download, mental health app using clinically certified content from Priory Healthcare to help reduce anxiety, stress and low mood. The app also has tools, information and support you need to make positive changes, plus direct links to our Employee Assistance Programme.



This fantastic, unique health management app is free for Cemex employees, helping enhance your wellbeing, lead a healthier lifestyle and improve your personal wellbeing score by identifying which aspects of your lifestyle need some focus.

 You can download the app from your device's app store – just search 'MyPossibleSelf'

Find out more about the My Possible Self app by watching a short video – click [here](#) to watch.

Some things you can find in the app:

- Music, sounds and stories to help you sleep.
- Sessions, meditations and podcasts for mindfulness and self love.
- Breathing techniques, tips, articles, and podcasts about anxiety, stress and depression.
- Multiple resources for mental health, men's health, nutrition and exercise.
- A journal to add moods, sleep patterns, food and drink consumption.
- Moods insights.
- Direct links to contacting our Employee Assistance Programme, Care First.

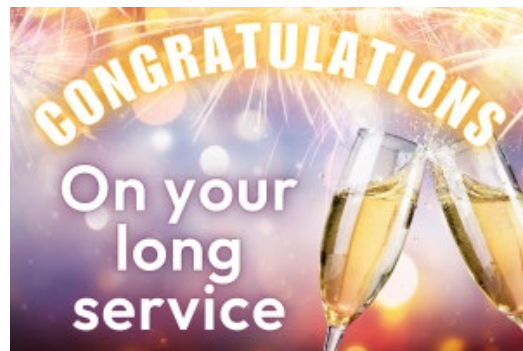
We have put together a guide for downloading the app – you can find this [here](#).

We hope you will find the app useful!

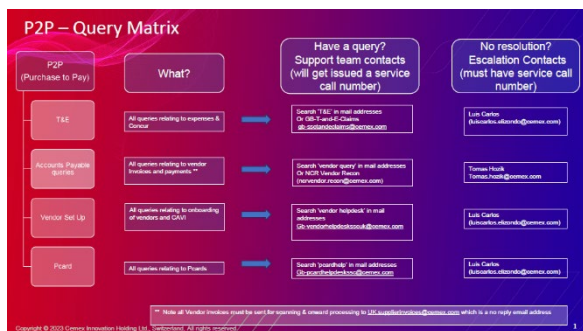
Long Service Celebrations

We would like to wish congratulations to the following colleagues for reaching long service milestones in October, November and December 2025. We appreciate all your contributions and hard work over the years and hope you enjoy your celebrations.

- Darryl Foster, Operative in Nottinghamshire, celebrates 15 years (October)
- Peter Soper, Shift Manager in Warwickshire, celebrates 15 years (October)
- Craig Banham, Operative in Hertfordshire, celebrates 15 years (November)
- Martin Beckett, Production Coordinator Tilbury in Essex, celebrates 15 years (November)
- Kevin Oram, Deputy Wharf Manager in Kent, celebrates 15 years (November)
- Darren Yakinthou, Operations Manager in Greater London, celebrates 15 years (November)
- John Siviter, Shift Manager in Warwickshire, celebrates 25 years (November)
- Neil Green, Class 2 Driver in Essex, celebrates 25 years (November)
- Andrew Watkinson, Technical Manager in Lincolnshire, celebrates 40 years (December)



Year End Closure | Important Deadlines for P2P / Accounts Payable



The New Year is approaching and we are preparing to close our 2025 financial books. This message serves as a reminder that it is essential to submit all invoices you currently hold and/or ask your vendors to issue and send their invoices as soon as possible. Only then can our 2025 costs be complete and correctly reflected in your respective areas.

Below are the key deadlines from a Payments perspective:

- 24th December 2025 – Last CHAPS payment run. After this date, no CHAPS / URGENT / Advance / Donation payments will be processed until 31st December 2025.
- 24th December 2025 – Final date for submitting additional BACS payment requests.
- 24th December 2025 – Final date for manual postings and payment requests.
- 28th December 2025 – Deadline for processing all Purchase Orders (POs) and Goods Receipts (GRs).

Please remember that posting a Goods Receipt in SAP is mandatory to ensure that costs are correctly classified in the appropriate area.

Considering the Christmas period and reduced availability, we kindly ask the Procurement team / Buyers to actively clear their SAP workflow queues throughout December so we can achieve the lowest possible backlog before the year-end close on 31st December.

For your reference:

- Invoice submission: uk.supplierinvoices@cemex.com
- Invoice or payment-related queries: ncrvendor.recon@cemex.com

During the holiday period we also strongly recommend using the SAP substitution process to avoid delays in invoice coding and approvals.

Please note that the SAP substitution will only work if the nominee has the same SAP roles and approval limits for PO and Non-PO invoices as the original coder/approver.

The Communications team has also published a useful article “Are you Holiday Ready?” in UKNews which includes guidance on redirecting your SAP workflow – you can read this [HERE](#)

We are also sharing an updated P2P contact list, including new escalation points, for your reference. You can download this [HERE](#).

Time for Your Winter Flu Vaccinations



Have you had your flu jab yet?

Flu is an unpredictable virus that can cause mild or unpleasant illness in most people. It can cause severe illness and even death among vulnerable groups including older people, pregnant women and people with an underlying health condition.

Over time, protection from the injected flu vaccine gradually decreases and flu strains often change. So new flu vaccines are produced each year which is why people advised to have the flu jab need it every year too.

So, now is the time of year when people are advised to have a vaccination jab to help protect from or reduce the symptoms of flu. Some people in the higher risk categories get the immunisation free via the NHS. For others the jab is widely available through local pharmacies or local GPs.

As usual, Cemex will reimburse the cost of the vaccination for those that are not entitled to a free jab. Just provide your Line Manager with an itemised receipt and they will arrange for you to be reimbursed the cost of up to a maximum of £20.

Note for Managers: Requests for reimbursement should be sent to the HR Admin team using the form available via this link [Flu Jab Form.doc](#).

Act Now! Tag Your Emails!

Cemex has updated our Global Data Retention Policy. The purpose of the updated Policy is to achieve effective data management, to reduce the amount of unnecessary, redundant, and outdated data retained by the Cemex Group and its employees, so that information is not kept longer than necessary or required. For this reason, all Cemex employees will be responsible for periodically reviewing their emails in order to apply the appropriate Retention Tag enabled in Outlook. Retention Tags are based on their significance and local legal requirements and will determine the period the emails will be retained for.

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.



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



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



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

Compliance with this Policy is mandatory for all employees and any other person that has access to Cemex Group's computers, networks, and data owned or managed by the Cemex Group.

Action required by you

This Policy becomes effective in the UK on 2nd February 2026. After this date, emails 180 days and older that were not tagged will be automatically deleted. Additionally, calendar items will automatically be deleted 365 days after creation date. The Policy also reiterates that non-business data should not be stored on Cemex devices.

You will need to continuously tag relevant emails to retain them. Please make sure that if you need to retain certain emails for longer than 180 days, you need to assign the corresponding 5 or 10-year retention tag, based on operational and legal requirements before 2nd February 2026. This applies to both employee and shared inbox emails.

For more information about the Policy, exceptions, more about non-business and Cemex data and support for applying retention tags click [HERE](#)

We are also sharing a comprehensive Questions and Answers sheet with advice from our UK IT team, you can find it [HERE](#).

If you have any further questions, please contact the GSC.

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
147-11-2025	Transport Planner Readymix (Home Counties) x 4	Customer Experience - Readymix	Bedford Office	05/12/2025
148-11-2025	Transport Planner Readymix (Midlands & South West) x 5	Customer Experience - Readymix	Oldbury Office	05/12/2025

149-11-2025	Transport Planner Ready mix (North West) x 4	Customer Experience - Ready mix	St Helens Office	05/12/2025
150-11-2025	Transport Planner Ready mix (South Coast)	Customer Experience - Ready mix	Fulham Office	05/12/2025
151-11-2025	Senior Transport Planner Ready mix (North West)	Customer Experience - Ready mix	St Helens Office	05/12/2025
152-11-2025	Senior Transport Planner Ready mix (Home Counties)	Customer Experience - Ready mix	Bedford Office	05/12/2025
153-11-2025	Transport Planning Team Leader Ready mix	Customer Experience - Ready mix	St Helens Office	05/12/2025
154-11-2025	Senior Transport Planner (London and South Coast)	Customer Experience - Ready mix	Fulham Office	05/12/2025
155-11-2025	Internal Sales Executive (North West)	Customer Experience - Ready mix	St Helens Office	05/12/2025
156-11-2025	Internal Sales Executive (Home Counties)	Customer Experience - Ready mix	Bedford Office	05/12/2025
157-11-2025	Internal Sales Executive (Midlands)	Customer Experience - Ready mix	Oldbury Office	05/12/2025
158-11-2025	Internal Sales Executive (London and South Coast)	Customer Experience - Ready mix	Fulham Office	05/12/2025
159-11-2025	Internal Sales Executive (South West)	Customer Experience - Ready mix	Oldbury Office	05/12/2025
160-11-2025	Area Sales Manager	Building Products – Concrete Products	Buxton	09/12/2025
162-11-2025	Apprentice x 3	Cement Operations	Rugby Cement Plant	05/12/2025
163-11-2025	Sales Representative (Internal)	Asphalt	Lincoln	11/12/2025
164-11-2025	Multi Skilled Operative	Asphalt	Bletchley	12/12/2025
165-12-2025	Works Manager Aggregates	Materials – Aggregates	Dove Holes Quarry	16/12/2025
166-12-2025	Mechanical Supervisor	Cement Operations	Rugby Cement Plant	17/12/2025

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 SA12/2025– 27.11.2025

27.12.2025

SAFETY ALERT

EMPLOYEE ANKLE INJURY

INCIDENT DETAILS

The injured party arrived at the customer’s site during his scheduled night shift to carry out a routine bulk cement delivery. Upon arrival, he completed the standard site entry procedures, reported to security, and received authorisation to commence the discharge process. After positioning his vehicle in the designated area, he carried out a Take 5 assessment before connecting the discharge hose from the tanker to the customer’s silo.

To access the silo inlet pipe, the driver was required to step up onto a curb located at the base of the silo. While stepping down from the raised curb onto an adjacent concrete slab, his right foot landed on an uneven expansion joint between the two slabs. The level difference was estimated to be between 40–50 mm. As a result, his ankle twisted, causing him to lose balance and fall to the ground.

Take 5

A Take 5 had been completed by the driver, but the differing height level of the expansion gap was not identified.

Competency

The driver has been employed by Cemex for three years. He is fully trained and experienced in his role. His training records are up to date including driving and tanker assessments, with no issues identified.

PPE

Full PPE was worn with ankle protection boots and laces which were tied correctly

Workplace layout/Design

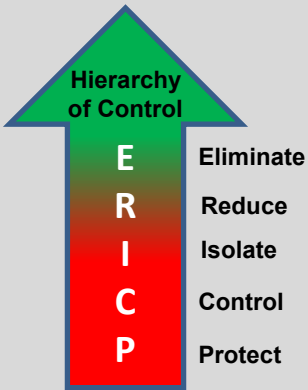
The expansion gap height difference wasn’t identified as a hazard and accepted as part of the normal workplace environment. The customer has now highlighted the uneven area with yellow paint to emphasise the height difference.

HOW COULD THIS HAVE BEEN AVOIDED?

- Conduct routine inspections of all work areas, including walkways, to identify any uneven surfaces or variations in elevation.
- Ensure that all uneven surfaces, such as expansion joints, are clearly marked to facilitate the identification of potential hazards

KEY REVIEW POINTS

- Regularly check that pedestrian walkways and roads are in good repair
- Identify if height differences in walking routes are clearly defined
- Verify that lighting in walkways and work areas is adequate for both the environment and the tasks being performed.
- Ensure that appropriate lace-up safety boots, featuring ankle support and properly secured laces, are worn.



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.



SAFETY ALERT

LTI - CONTRACTOR BACK INJURY

DETAILS OF THE INCIDENT

A contractor sustained injuries including a chipped bone in his back and ligament damage in the upper neck. The incident, initially believed to be a medical emergency, is now thought to have been caused by a hidden hazard as the contractor passed through a door way with a dust curtain opening, into a conveyor area. As part of the investigation, it was discovered that this dust curtain was being held in place by two cement bags positioned on the conveyor housing roof. One of the cement bags most likely was dislodged and fell from above.

This unsafe setup had gone unnoticed for years, and had not been spotted by the local team, nor contractors or during detailed formal safety audit inspections conducted by the Cemex H&S team or external auditors. The hazard was difficult to detect from ground level due to its position relative to other structures.

Neither the injured party nor his colleague reported any immediate cause at the time, but based on the injuries and subsequent findings, the incident is being recorded as an LTI on the balance of probability.

Safe Systems	All permits, risk assessment and method statement was in place for the task. The IP was inducted.
Standards	<p>The items on the roof were not identified during daily activities, routine audits, or inspections, including those carried out by Health and Safety professionals. This was a hidden historic issue.</p> <p>It is important to note that this is not a recent behavioural matter, nor is it anticipated that the current workforce would engage in such an unsafe practice as placing items on a roof.</p>
PPE	All required PPE was worn by the contractor.
Emergency Response	Initially, the incident was believed to be a medical emergency, as the injured person had reported feeling unwell just beforehand. The site's first aid team responded in an exemplary manner, following all required protocols.

HOW COULD THIS HAVE BEEN AVOIDED?

The bags had been placed on the roof many years ago and went unnoticed. Their position, obscured by surrounding structures, made the hazard difficult to detect from ground level. Regular use of drone technology for roof inspections could have identified this risk earlier.

While it is natural—and often reinforced practice—to look forward and down when walking to avoid slips, trips, and falls, it is equally important to pause, take a broader view, and ensure thorough inspections of all areas, including periodic checks of roofs.





Hierarchy of Control

E

R

I

C

P

Eliminate

Reduce

Isolate

Control

Protect

Look after yourself and each other

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STOP THINK ACT

Making the invisible, VISIBLE

Making the invisible, VISIBLE Do not ignore it....Let's fix it

Dear all,

As many of you will know, this week we have launched something that is not just another “project” or “audit.” This is about something far more important — it is about people. It is about you, me, and every person who comes through these gates. It is about making sure that, at the end of every day, we all go home safe to our families, friends, and loved ones.

Our goal is simple: to make this site as safe as it can possibly be. That means not just dealing with the obvious hazards, but finding the ones that hide, sometimes in plain sight. Over the next two weeks, three teams will work through the plant, inspecting each area from top to bottom — looking up, looking down, and looking closely. Hazards rarely wave a flag to get your attention, so we need to search for them.

This is part of our “**Making the invisible, VISIBLE**” approach. We want to uncover risks before they can cause harm. That means paying attention to the small details — a loose cable, a misplaced tool, a damaged guard, a patch of oil — because these things can lead to big consequences.

It is also about housekeeping. If something does not belong in an area, it needs to be removed. A cluttered workspace is not just untidy, it is unsafe. A clean, well-organised site is a safer site, and it sends a clear message: **we care about how we work and who we work with**. While our plant is certainly cleaner than it was five or ten years ago, the amount of rubbish and scrap cleared in just the past few days shows there is still room for improvement. We must all take responsibility to tidy up after our work — no excuses!

For these two weeks, there will be daily safety communications on a range of topics. These are designed to be interactive and so please get involved and share your ideas, your observations, and your experience.

Even if you are not assigned specifically to one of these teams, everyone must still play a part. I am asking each of you to be relentless in your inspections of your work place. Challenge yourself to see what you might normally walk past. Ask, “If my family member worked here, would I be happy with this?” And if the answer is no — we fix it!

Remember, safety is not a box to tick; it is a commitment we make to each other. Let's make the invisible, VISIBLE and let's make sure we all go home safe.

Thank you.



Phil Baynes Clarke, Director – Cement Operations UK


14th August 2025

3 teams – working throughout the plant

Daily steering meeting at 9:30am

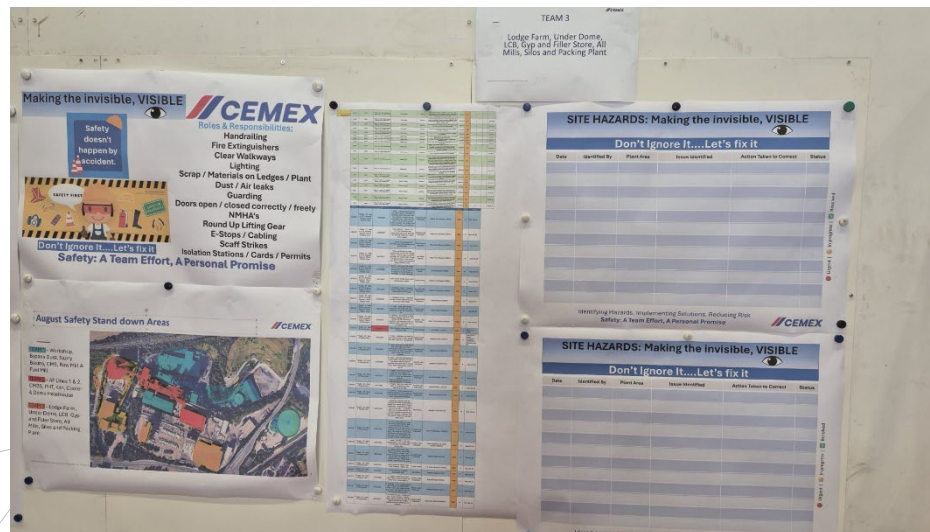
Daily safety briefings

Team then out finding and fixing issues





Goal: To identify and rectify hidden hazards

Over 300 issues identified and resolved



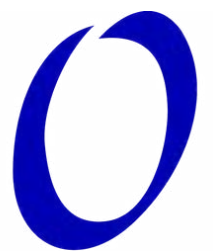


Morning after your Christmas Party...

 A heavy night of drinking or taking drugs can leave you  above the legal limit to drive well into the next day.



Avoid drugs and alcohol if you have to drive the following day!



Zero**4**Life



We have seen a rise in **malicious calls** designed to **record your voice** and misuse it for **fraudulent purposes**.

To help you stay safe, we've put together some practical tips:



Avoid saying “yes” or other affirmative phrases
Scammers often start with questions like “Can you hear me?” to trick you into saying “Yes.” That recording can be used to authorise fraudulent transactions. Instead, respond with neutral phrases such as “I can hear you” or “Who is calling?”.



Don't repeat phrases, even when asked
If asked to repeat something, calmly confirm you have the information without repeating their words.



Verify caller identity before engaging.
If someone claims to be from a company, ask for their full name, department, or call-back number in case of disconnection.



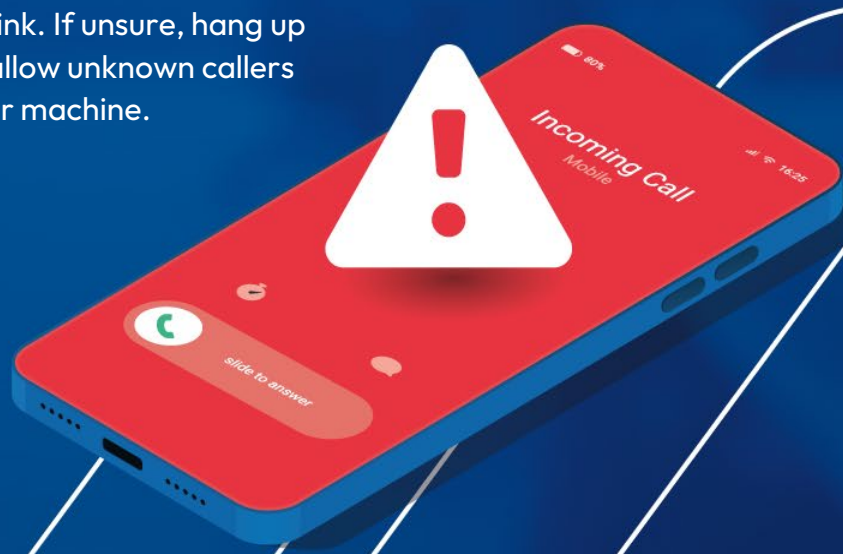
Never share personal information.
Do not disclose your full name, address, or account numbers.



Stay calm and don't engage.
Scammers often create urgency or use scare tactics.



Take a moment to think. If unsure, hang up immediately. Never allow unknown callers remote access to your machine.



December Kindness 2025

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

SUNDAY

1 Spread kindness and share the December calendar with others

2 Contact someone you can't be with to see how they are

3 Offer to help someone who is facing difficulties at the moment

4 Support a charity, cause or campaign you really care about

5 Give a gift to someone who is homeless or feeling lonely

6 Leave a positive message for someone else to find

7 Give kind comments to as many people as possible today

8 Do something helpful for a friend or family member

9 Notice when you're hard on yourself or others and be kind instead

10 Listen wholeheartedly to others without judging them

11 Buy an extra item and donate it to a local food bank

12 Be generous. Feed someone with food, love or kindness today

13 See how many different people you can smile at today

14 Share a happy memory or inspiring thought with a loved one

15 Say hello to your neighbour and brighten up their day

16 Look for something positive to say to everyone you speak to

17 Give thanks. List the kind things others have done for you

18 Ask for help and let someone else discover the joy of giving

19 Contact someone who may be alone or feeling isolated

20 Help others by giving away something that you don't need

21 Appreciate kindness and thank people who do things for you

22 Congratulate someone for an achievement that may go unnoticed

23 Choose to give or receive the gift of forgiveness

24 Bring joy to others. Share something which made you laugh

25 Treat everyone with kindness today, including yourself!

26 Get outside. Pick up litter or do something kind for nature

27 Call a relative who is far away to say hello and have a chat

28 Be kind to the planet. Eat less meat and use less energy

29 Turn off digital devices and really listen to people

30 Let someone know how much you appreciate them and why

31 Plan some new acts of kindness to do in 2026



ACTION FOR HAPPINESS

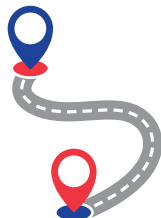
Happier · Kinder · Together

Winter DRIVING TIPS

Plan your route

Always complete your pre-journey vehicle safety checks.

Allow a little extra time for your journey and arrive safely.



Use major roads

Keep to major roads - they are always gritted first.

Double distance



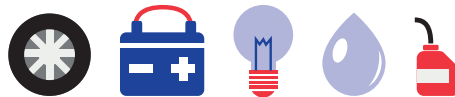
Be visible

Be prepared to clean your lights, windows and mirrors at the start and during your journey.



Emergency kit

Always carry an emergency kit.



Signal early

Ensure you always give clear, early signals to other road users.



Control with care

Accelerate, brake and steer carefully - use all controls.

Large vehicles

Take care when driving high-sided vehicles in windy conditions.



Local news

Listen to local radio for up to date traffic information.





Cemex & RSPB Partnership Blog November 2025



Welcome to the November 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

As we move further towards winter, birds are flocking together and arriving from further north. I visited Willington Sand and Gravel Quarry this month for the annual restoration progress meeting between Cemex and Derbyshire County Council. The restored lakes were alive with flocks of ducks and Lapwings. Wonderful to see them flying over the lakes and showed the importance of wetlands in river valleys for wildlife. Birds flock together for safety in numbers from predators, to find food, and roost together for warmth.

Bill Newton, Willington Quarry Manager, has a knowledgeable passion for the wildlife on the site and how he can help it thrive. I first met Bill at the Quarry and Nature Awards earlier this year when he deservedly received an award for his work.

A flock of Wigeon feeding on bank. Flocks arrive from northern Europe to spend the winter in the UK. They feed on grass by water.



Photo © Andy Hay (rspb-images.com)

Guest Blog

Thank you to Jon Randle from east Leake Quarry who recently contacted the Communications team to let us know about the abundance of wildlife sightings at his sand and gravel quarry.

If you would like to share your wildlife sightings or experience with us please contact us gb-communicationsandpublicaffairs@cemex.com

By Jon Randle, Weighbridge Operative at East Leake Quarry

I joined Cemex this summer as a Weighbridge Clerk at East Leake Quarry in Nottinghamshire. Since then I've been blown away by the variety of wildlife that uses the site. So far I've logged 63 bird species, including Kingfishers and a late-staying Yellow Wagtail.

Over the summer we had at least 30 pairs of Sand Martins successfully breed here. That wouldn't have happened without Daren Stevens and Jamie Ewing, who kept an eye on water levels to stop the nests from flooding. At one point I counted more than 100 Sand Martins feeding overhead.

The quarry is also great for birds of prey, I've seen seven species hunting here, from Merlin and Peregrine to Red Kite. Clearly there's plenty of food around, from small mammals to other birds.

Now winter's arrived, the scene has changed again. We've seen big flocks of Greylag Geese, Starlings are gathering (I recently watched a murmuration of around 4000 Starlings), and Pink-footed Geese have been flying over. We've also had winter visitors from Scandinavia such as Fieldfares and Redwings.

It just shows how much wildlife a working quarry can attract when the habitat is right. I've been interested in birds and nature for over 50 years, and as a long-time RSPB and Wildlife Trust member, it's great to see this site getting the balance so right.

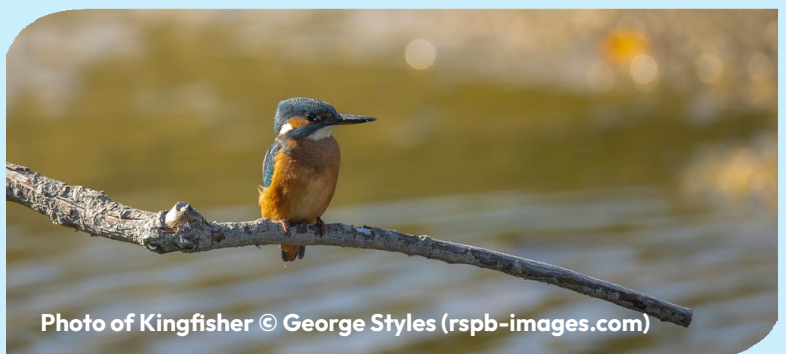


Photo of Kingfisher © George Styles (rspb-images.com)

Actions for Nature

This month we highlighted avian influenza (bird flu). The simple message for your safety is don't touch dead birds, but please do report so dead birds can be safely removed and tested. Testing tracks the species affected and where there are outbreaks.

Please read the article below for information on how to report. This advice applies to anywhere you see dead birds – gardens, parks, etc.

Avian Influenza (Bird Flu) – Guidance for All Site Managers

This winter is expected to present a high risk of Highly Pathogenic Avian Influenza (HPAI) in the UK. Water birds such as ducks, geese, swans and gulls are among the groups most commonly affected. Because many Cemex sites include waterbodies, there's an increased likelihood that dead or sick wild birds could be found on site.

Signs of bird flu on a site is an increase in the number of dead birds. Symptoms in live birds can include:

- Swollen head
- Closed, runny eyes
- Unresponsiveness
- Lack of coordination, loss of balance and tremors
- Drooping wings
- Dragging legs
- Twisting of the head and neck

Key Risks

Avian influenza is primarily a disease of birds, but the virus can spread rapidly between wild populations and, in rare cases, may pose risks to people handling infected birds. For this reason, it's essential that no site staff, contractors or visitors handle dead or sick birds under any circumstances.

Your Responsibilities

All Site Managers and site teams have a duty to help prevent disease spread and support national monitoring efforts. If you find any dead wild birds on or near your site:

1. Do not touch or move the birds. Avoid direct contact with feathers, droppings, or surfaces contaminated by birds.
2. Report the finding immediately. Use the government's online reporting tool: [Report dead wild birds – GOV.UK](#). This helps Defra monitor species affected and track the spread of the disease.
1. Notify your Line Manager so the information can be logged and any additional site precautions assessed.

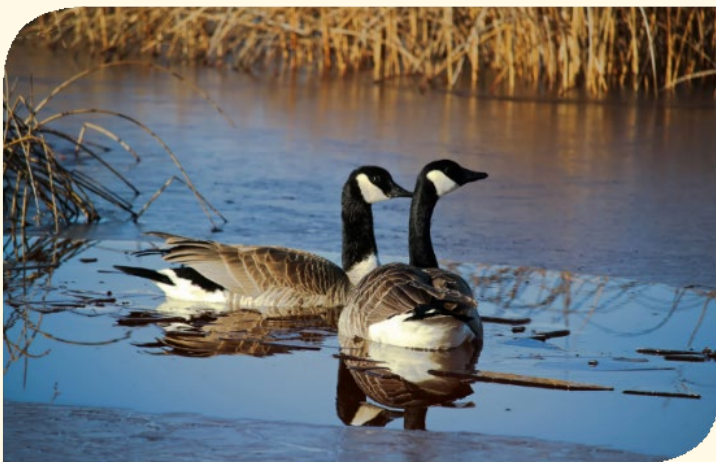
Further Information

Up-to-date information about affected species and locations can be found at:

[Bird flu \(avian influenza\): cases in wild birds – GOV.UK](#)

Remember – Do not touch but do report.

Helping monitor avian influenza protects wildlife, people, and our operations.



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

