

CEMEX Welcome to UK NEWS

Your bi-weekly update from
around Cemex UK

18th December 2025



www.cemexuknews.co.uk

Follow Cemex UK on LinkedIn



Health & Safety

New Year Health & Safety Webinar

JOIN
**THE EMEA
HEALTH & SAFETY
WEBINAR**

with our Regional President and H&S Director

8 January 2026
12:30 – 13:15 GMT

Robert House
EMEA H&S Director

José Antonio Cabrera
President Cemex EMEA

Join on zoom

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>

Christmas Site Closures – Staying Secure



The bank holiday configurations during this year's Christmas and New Year holidays means many of our sites may be closed for a longer period than usual. As such our assets, in particular fuel, could be at risk of theft. It's critical, therefore, to think ahead and prepare our sites for the break.

Please follow the guidance below to minimise our exposure to thefts and intrusions and reduce opportunities for would be offenders over the festive and New Year period:

- Bank company cash before the holiday; don't take it home or leave it in the safe. If the safe is empty, leave the door clearly ajar.
- Close and lock all windows and doors. Turn off lights and heaters unless required for security.
- Take site, mobile plant and vehicle keys off site or secure them in a safe. Take safe keys home; don't hide them. Hide site radios and chargers or lock them in the safe. Do not hide gate or office keys outside. Staff needing access must take a key with them.
- For CCTV sites monitored at Coventry, ensure your key holders are notified to the Control Room (john.sweeting@cemex.com).
- Staff on site during holidays must tell the control room when arriving and leaving, or police/key holders may be called.

- The Coventry CCTV Control Room is staffed throughout the holidays, 0600hours 24th December to 0600hours 2nd January (Tel: 01788 517377 / 378).
- Valuable personal possessions and tools should be taken off site (they are not covered by the Company insurance) including personal possessions in trucks and company car.
- Do not leave laptops in car boots or behind seats - especially if socialising or stopping at shops/gyms.
- Minimise fuel in gas oil/fuel tanks; avoid deliveries just before the break. Secure bowsers and any containers or items that could carry siphoned fuel. Secure any containers (water cannisters, admixtures containers etc) and wheelbarrows that could be utilised to carry away syphoned fuel. If containers are not otherwise recyclable consider puncturing to prevent misuse. (Please refer to this article [HERE](#) for further guidance on preventing fuel theft).
- For vehicles/trucks/mixers leave minimal fuel. Move them off unmonitored sites where possible. If left on site park tank-to-tank or battery-to-battery to deter access.
- Bury and secure cabling and copper assets; do not store unused cabling on site.
- Set and check building intruder alarms. For combination padlocks, ensure Coventry CCTV has the correct code (ukcctv.security@cemex.com).

If you have a monitored CCTV System please contact John Sweeting, UK Security Manager, with your proposed operating hours over the season.

Security Contact Numbers

If in doubt contact Security on 07557 318391 (John Sweeting),
CCTV Control: 01788 517377 / 378

Here's Ho.. Ho.. Hoping for a safe and secure Christmas!

Customer Centricity

Congratulations Rugby Cement Commercial Team

The Rugby Cement Commercial team enjoyed a great evening at the IBMG South East Regional Conference in Brighton where they proudly collected the Heavy Building Materials - Supplier of the Year Award 2025. Well done!

This Award is a testament to the hard work of the Rugby Cement Commercial team, especially the phenomenal efforts of Mark Brown and his incredible Trade Days supporting the South East region.



Future in Action

Celebrating Laura's Winning Photograph

Following the [announcement](#) of this year's Cemex EMEA Photo Photography Competition, Kye Willey (Area Environment Manager) was delighted to present Laura Taylor (Dove Holes - Weighbridge Operative) with her Cemex Nature book 'El Carmen Nature Reserve' for achieving second place in the Wildlife category. Well done Laura, your photo was fantastic!

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.

Employees

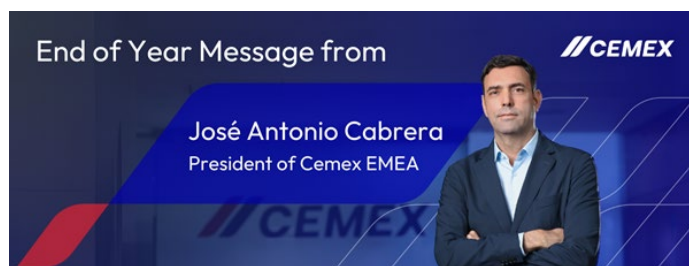
End of Year Video Message from our CEO



We invite you to watch our CEO Jaime Mugiuro's End of Year Message.

Click [HERE](#) to listen.

Regional President's End of Year Video Message



We invite you to watch our Regional President, José Antonio Cabrera's End of Year Message.

Click [HERE](#) to listen.

EMEA Career Awards 2025

The annual EMEA Regional Career Awards ceremony took place last week, to recognise our colleague's long service with Cemex.

Hosted by Derek O'Donnell, EMEA VP Human Resources, colleagues who have celebrated their 10, 15, 20, 25, 30, 35, 40 and 45 and 50 years' service this year were invited to the online ceremony. These took place across UK locations at Dove Holes, Coventry Head Office and Rugby Cement Plant. EMEA President, José Antonion Cabrera, also joined to congratulate our long serving colleagues.

Congratulations to all our long servers!



Head Office Charity Support this Festive Season



For the past few weeks, colleagues at our Coventry Head Office have been counting down to Christmas with various charitable activities, with a sustainability theme.

Organised by the Binley More Sustainable Group, colleagues came together to support [KidsOut UK](#), a charity which provides Christmas gifts to children and young people who have had to flee domestic abuse, leaving home with only the clothes on their back. Together, the Head Office team gifted over 100 gifts to children who typically receive very little, or in some cases nothing at all at Christmas. These gifts have ensured that some of the thousands of children in refuges across the UK, will have something to open on Christmas Day, and at times when they need it most.

Colleagues also came together to support the Check Your Ducks campaign, raising over £300 for the Shine A Light Charity. Organiser, Michelle Walsgrove, shared: "Because of your support we're helping spread a message that can genuinely make a difference. The more people who remember to Check Their Ducks, the more awareness we can raise, and that awareness can lead to early detection of cancer, better outcomes, and lives changed for the better."

On Christmas Jumper Day colleagues brought in food and together celebrated a fantastic festive buffet. With festive outfits and fun games, together they had a holly good time.

Latest CemExpress – Have You Received Yours Yet?



The latest edition of our CemExpress newspaper should be arriving through your letter boxes any day now.

Our 2025 Winter issue front page shares the fantastic photo from our Sheffield Asphalt team who have recently celebrated the reopening of their Plant. Inside the newspaper you'll find further articles covering health, safety and wellbeing updates, new product launches, a message from Graham Russell about the recent transformation across Cemex globally, plus a broader look at news from across our UK business.

We hope you enjoy this issue! You can view it online [HERE](#).

Please contact gb-communicationsandpublicaffairs@cemex.com with any feedback, ideas for the next edition or if you haven't received your copy.

Look Out for Your Marks & Spencer Voucher



Hopefully, some of you will have already received your Christmas voucher in the post. But if not, please look out for your Cemex Christmas present... a little thank you for your hard work this year.

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 UK News which includes guidance on redirecting your SAP workflow – you can read this [HERE](#)

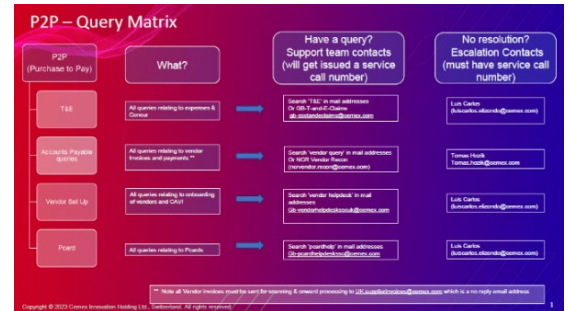
We are also sharing an updated P2P contact list, including new escalation points, for your reference. You can download this [HERE](#).

Last Minute Deals



It's nearly that time, the festive dash is on,
Last-minute gifts, fresh veg, and snacks mysteriously gone.
From treats to tech and days out too,
Our lifestyle discounts are here for you.
Save a little more this Christmas cheer,
And make the season brighter this time of year.

Check out all your last minute deals [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 |
|-------------|------------------------------------|---------------------------------------|--------------------|--------------|
| 167-12-2025 | Operative | Building Products – Rail Products | Rochester | 18/12/2025 |
| 168-12-2025 | Operative | Materials - Aggregates | Northfleet Wharf | 19/12/2025 |
| 169-12-2025 | Mechanical Technician | Cement Operations | Rugby Cement Plant | 22/12/2025 |
| 170-12-2025 | Operative | Materials - Aggregates | Brighton | 22/12/2025 |
| 171-12-2025 | Supply Chain Compliance Officer | Supply Chain - Cement | Any Hub Office | 10/01/2026 |
| 172-12-2025 | Class 1 Driver (Tanker) Nights x 2 | Supply Chain - Cement | Rugby Cement Plant | 10/01/2026 |
| 173-12-2025 | Operative | Materials - Aggregates | West Heath | 19/12/2025 |
| 174-12-2025 | Geologist | Aggregates Permitting and Development | Binley | 30/12/2025 |

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.