



CEMEX

Welcome to **UK NEWS**



Your bi-weekly update from
around Cemex UK

15th January 2026



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Health & Safety

Latest Safety Alerts – Various EMEA



The latest Safety Alerts are from operations in EMEA from incidents in 2025. One relates to an LTI that occurred in a quarry while carrying out excavator checks, another relates to an injury caused by tripping on loose boot laces, and the others are High Potential

(HiPo) incidents that could have resulted in very serious consequences.

You can read these Safety Alerts at the end of this document and on the UK News download page [HERE](#)

As well as discussing these with team members, please also 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>

Back to Basics in 2026



During the past few weeks colleagues across the UK have been attending their Back to Work Health & Safety New Year training with the theme for this year being 'Back to Basics'.



Thanks to everyone who has been involved, either as facilitators or attendees, for their hard work and commitment to keeping health and safety as their number one priority.



Listen Back to EMEA Health & Safety Webinar



In early January, our Regional President José Antonio Cabrera, and our EMEA H&S Director, Robert House, held their EMEA Health & Safety Webinar.

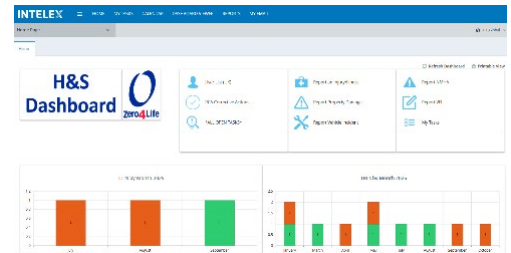
If you missed it you can now listen back to the recording by clicking here: [H&S Webinar 8 Jan 26.mp4](#)

New Intelex Guide: How to Raise, View and Close NMHAs

To help everyone stay safe and make reporting easier, we're introducing **Intelex Tips**—a series of simple, step-by-step guides designed for all Intelex users across our operations.

This week's guide is: **How to Raise, View & Close NMHAs**

You can access it HERE: [Intelex Guide to raising NMHA's](#)



Keeping each other safe is everyone's responsibility and reporting Near Miss & Hazard Alerts (NMHAs) is one of the most effective ways we can both prevent incidents before they happen, or learn from incidents.

To support teams across our operations, we've created a simple, step-by-step Intelex Guide on NMHAs, covering everything from logging in to raising alerts on both desktop and mobile.

The guide walks you through:

- ◆ How to access Intelex
- ◆ How to raise an NMHA (desktop and mobile)
- ◆ How to view and search existing NMHAs
- ◆ How to close out an NMHA
- ◆ How to use the Intelex mobile app on iOS and Android
- ◆ Quick access via 'My Tasks'

This resource is designed to make reporting quicker, easier and more consistent across all sites.

Important Vehicle Security Alert – Toyota Hilux Pickups

We'd like to make you aware of a recent attempted theft of one of our Toyota Hilux pickup vehicles. Thankfully, the theft was unsuccessful but it does highlight a growing risk that we all need to be aware of.

DVLA analysis of stolen vehicles less than three years old shows that the Toyota Hilux has seen a 548.9% year-on-year increase in thefts. The most vulnerable model is the Invincible X, due to its keyless entry system – which makes up the majority of our current pickup fleet.



Given this increased risk, we're asking all Cemex vehicle drivers to please remain vigilant and to start using the Faraday pouches for your vehicle keys. If you need one of these, please contact Andrea Ingram or John Sweeting. If you would like to receive further guidance on the best way to disable vehicles for added security, please email Andrea Ingram.

A Faraday pouch acts as a signal blocker. The layers of material disrupt the radio frequency signal from the key, preventing thieves from accessing or amplifying the signal to unlock and steal the vehicle. Using the pouch consistently is a simple but effective way to reduce the risk of theft.

Thank you for your support in helping to keep our vehicles secure.

Driving Safely This Winter

The new year has brought with it snow and freezing conditions, so it is important to make sure we're all prepared for driving this winter.

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.

Ensure you know what the best way is to prepare for cold weather – driving in snow, ice and rain. And if you drive an EV, do you know how its range is 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 – Happier January



Do you want to be part of a happier and kinder world in 2026?

Let's make this year better together. We can't change everything going on in the world, but our daily actions still make a big difference. Here are some ways to get 2026 off to a great start. The Happier January calendar is full of great ways to boost your wellbeing this month.

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

It is full of actions to get the new year off to a positive start.

 You can watch Vanessa King's video explaining Happier January [HERE](#).

You can also download the app to get daily inspiration and be part of a friendly community putting these ideas into action. Click here for download links - <https://actionforhappiness.org>

Future in Action

New Process for Donations and Match Funding

As part of our recent company restructure, the way we manage donations and match funding has changed. While we no longer have a dedicated social impact facility or budget, local teams are now empowered to support their communities directly, using their own resources and discretion.

Donations and Match Funding

Donations: What You Need to Know

If you or your team would like to make a donation of either cash or materials to a local community cause or charity, here's the new process:

1. If cash, seek approval from the agreed approver of your business unit (see table below).
2. The donation must be funded from your own departmental budget.
3. If the donation is to be material, you will need approval from the relevant business unit head.
4. Ensure the donation aligns with Cemex's global donations policy and overall strategic priorities.
5. Complete the donation form through Service Now via this [link](#) and upload all required documents, including:
 - a. The completed donation form [Attach / link]
 - b. Approval from business unit lead
 - c. Any supporting documentation if available

Note: The recipient of the donation must be set up as a vendor by the requester and paid via the usual payment methods. For information about how to set up a new vendor, see [here](#).

Approver for each business unit:

Business unit	Name
Cement operations and technical	Phil Baynes-Clarke
Cement commercial	Craig Williamson
Materials (including Technical, Operations & Commercial for all product areas such as Aggregates, Readymix, Asphalt, Mortars and Concrete products)	Lex Russell
Health & Safety	Robert House
Sustainability	Paul Fletcher
HR and Facilities	Lucy Forster
Communications, Marketing and Public Affairs	Sarah Murphy
Security	Colin Jones
IT	Simon Whitfield
Procurement	Miruna Donnell
Legal	Vishal Puri
Finance / Accounts	Michael David Lynn
Payroll	Maninder Singh Lully
Land Development and Property	Stephen Redwood

Match Funding: Same Process, Different Form

The match funding process mirrors the donation process, with one key difference:

- Use the match funding form instead of the donation form.
 - [Internal Match Funding Applications Form Sept 2025](#)
 - [Cemex External Funding Application Form Sept 2025](#)
- Cemex will match up to £200 per request.

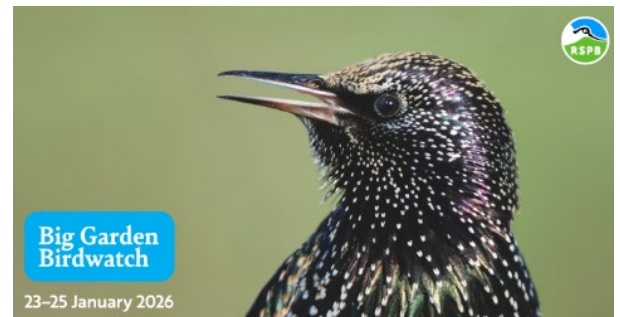
Globally, our strategy for social impact has evolved and this new approach to donations is part of that. In the UK, we're embracing a locally driven model that empowers operational teams to support their communities in ways that reflect their unique needs and available resources.

Please keep the Communications team updated on any community activity so we can celebrate and share your stories in UK News and on social media.

Get Involved – RSPB Big Garden Bird Watch

Between 23rd –25th January the world's largest and longest running garden wildlife survey is back. Big Garden Birdwatch is fun, free and for everyone.

As the world wakes up to the importance of preserving biodiversity, there is a simple yet impactful way for you to contribute – by participating in the RSPB Big Garden Birdwatch 2026. This annual event not only provides valuable data for bird conservation but also offers a unique opportunity to connect with nature right in your own garden, balcony, or park.



The RSPB's Big Garden Birdwatch is the largest citizen science project in the world, where people from all walks of life come together to observe and count the birds in their gardens or local green spaces. By taking one hour out of your weekend to note down the various bird species you see land in your chosen area you could contribute crucial data that contributes to the understanding and conservation of our beloved bird species.

How to Participate:

- Click [here](#) to watch a 'how to take part' video.
- Getting involved in the Big Garden Birdwatch is easy. Visit the [RSPB website](#), sign up for the event, and get your free digital information pack designed to help you recognise the birds you might see, plus discounts on bird food.
- Choose an hour between 23rd and 25th January, to observe and count the birds in your chosen location.
- Record what you saw (even if that is nothing at all)! You can submit your results online or by post.

By dedicating a small portion of your time to this event, you become part of a global network of individuals working towards a common goal—protecting and celebrating the incredible diversity of birdlife.

So, grab your binoculars, find a cosy spot, and let the magic of nature unfold.

New Monthly UK Materials Update Call



We're pleased to share a new monthly initiative designed to help everyone stay up to date with Cemex UK Materials performance, the economy and construction activity, plus any other relevant topics.

The aim of these monthly update calls is to improve engagement and shared understanding across Cemex UK, and we invite all colleagues who are interested and connected to Materials in any way, to join.

Starting this week, on Thursday 15th January at 4pm, we will be launching the new monthly UK Materials Business Update call. The monthly call will be 30 minutes and take place on Teams, around the middle of every month and will be led by

our UK Materials Managing Director, Lex Russell.

These sessions will provide:

- Health & Safety update
- Overview of the UK economy and construction activities
- Cemex Materials financial performance
- Any other relevant topics
- Q&A (if time)


January, February and March Calendar invitations have been sent out so look out for these in your inboxes.

We hope you'll take the opportunity to dial in and stay up to date with our progress throughout 2026.

Shift Your Winter Mindset

For many employees, winter brings more than just cold hands. It can affect energy levels, concentration, sleep, mood, and even motivation. And for those already under pressure at work or home, the season can add an extra layer of stress.

Winter can place extra pressure on teams — both physically and mentally. We're sharing the Resilient People Shift Your Winter Mindset tips supporting ways to keep a **healthier mindset this winter**.

 You can find the Winter Mindset poster at the end of this document and on the UK News download page [HERE](#). Please share on workplace and wellbeing notice boards.

1. Reframe how we think about winter

Winter doesn't just have to be something we "get through." It can also bring things we often miss during busier times — rest, reflection, routine.

- Encourage teams to get outdoors in daylight hours.
- Promote realistic routines and proper breaks.
- Help people pace themselves instead of pushing through.
- A small shift in mindset can have a big impact on energy, outlook and resilience.



2. **Kindness goes both ways**

- Small, genuine acts of kindness can lift morale — whether that is checking in with a colleague, making someone a brew, or offering encouragement at the end of a tough shift.
- Self-compassion matters too. Remind teams it's okay to say: "I'm not 100% today" and to treat themselves with the same patience they would offer a mate.

3. **Savour the small wins**

In the winter rush, it's easy to miss the good moments. But pausing to notice something positive — a job well done, a laugh on site, a quiet moment — can help people reconnect to what matters.

- Encourage teams to share small wins or gratitude.
- Try a "highlight of the day" board or tool talk icebreaker.

These things might sound simple, but they're powerful mood-lifters.

4. **Keep people connected**

When stress increases, people often withdraw. And that isolation can increase risk — not just mentally, but physically too, especially in high-hazard environments.

- Make time for informal conversations.
- Promote buddy systems and team lunches.
- Role-model openness from the top down.

Connection boosts trust, safety and performance.

5. **Help people focus on what matters**

Many people feel pressure to "do it all" at this time of year — gifts, events, overtime. That can lead to burnout before Christmas even begins.

Why not encourage a **values-based approach** to the season?

- Ask: "What do you want this season to mean for you?"
- Focus on time, not just money.
- Prioritise meaningful connection over perfection.

Investing in Cemex's Future

In recent communications, our CEO Jaime Muguiro has highlighted the importance of Cemex delivering strong and sustainable shareholder returns, and how this will be a key priority for Cemex going forward. Through improved financial performance and a clear focus on value creation, Cemex can continue to strengthen its position and reward those who invest in its long-term success.

The Cemex Buy As You Earn (BAYE) share incentive scheme allows all colleagues, after six month's service, to buy Cemex shares in a tax-efficient way, allowing you to invest directly in the company's future.

How does the BAYE work:


Shares are purchased from your pre-tax salary, before any income tax and National Insurance Contributions have been deducted.

The shares you buy must be held in the BAYE scheme for five years from their respective purchase date before they can be withdrawn free of income tax and National Insurance Contributions.



Shares purchased in this way should be considered a medium to long-term investment. You need to consider the risks associated with holding shares, as their value will fluctuate from the moment you purchase them.

How to join:

👁️ If you haven't already explored the scheme, we encourage you to take a look and see whether it's right for you. Click  [HERE](#) for our booklet, providing full details about the BAYE scheme and how to join.

🔗 We also recommend that you read all the information, including the Terms and Conditions, which can be found [HERE](#), before deciding whether or not you want to participate.

☎️ If you have any questions about the BAYE scheme, you can call 0371 384 2040. Lines are open from 8.30 am until 5.30 pm Monday to Friday (excluding Public Holidays in England and Wales).

By participating, you're not just saving – you're aligning yourself with the company's strategy and sharing in the results of the progress we are making together.

Let's continue to build Cemex's success together.

Sexual Harassment Legislation Changes and Updated Policy

Sexual Harassment legislation changes



Further to recent Sexual Harassment legislation changes, we want to reaffirm our commitment to maintaining a safe, respectful, and inclusive workplace for everyone.

Legislative developments continue to strengthen protections against sexual harassment at work. These laws emphasise the responsibility of employers to prevent harassment, respond promptly to complaints, and ensure fair and confidential processes for reporting and investigation.

In line with these legal requirements and our Code of Ethics, we would like to highlight the following:

- Sexual harassment in any form is not tolerated within Cemex.
- What Constitutes Sexual Harassment: This includes unwelcome conduct of a sexual nature—whether verbal, non-verbal, physical, or digital—that creates an intimidating, hostile, or offensive work environment.
- Reporting Concerns: Colleagues are encouraged to report any incidents or concerns promptly. Reports can be made to your Manager, HR or via the Ethos Line (ETHOS@cemex.com or on 0808 2340792) and all matters will be handled with sensitivity.
- Training and Awareness: We have provided training to Managers and will continue to provide training and resources to ensure everyone understands their rights and responsibilities in order for us to maintain a healthy and inclusive work environment and to ensure we are compliant with legislation. This will include a toolbox talk presentation for everyone which will be delivered locally by Managers. HRBP's will be in contact with all Managers with the details.

We have updated the  [Bullying and Harassment Policy](#) (please refer to HR SharePoint). Please also see links below to statement for local office/site inductions and a Company Risk Assessment.

-  [Sexual Harassment statement for offices and sites](#)
-  [Risk Assessment 2025- Cemex UK Sexual Harassment](#)

For Management Action

-Where appropriate please update the Risk Assessment if necessary and run through the contents with your teams as appropriate and send a copy to your HRBP for filing.

-Please also include the statement, at the end of this document and on UK News download page:
www.cemexuknews.co.uk/downloads to your site inductions to ensure that visitors and contractors are aware of our policies and expectations relating to Sexual Harassment.

If you have any questions or would like further clarification, please do not hesitate to contact your local HR Business Partner.

Thank you for your cooperation and for helping us maintain a respectful and safe workplace.

Act Now – tag your emails!

Starting 2nd February 2026, emails 180 days and older that are not tagged will be automatically deleted.

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.

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 please click [HERE](#).

🔗 We are also sharing a comprehensive Questions and Answers document with advice from our UK IT team, please click [HERE](#) to download.

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

Small Changes, Real Savings



January's already long enough without feeling like you need to overhaul your entire life before payday even shows up. Our Cemex Pluxee Lifestyle portal can help you rebalance, stretch your money further, and ease back into January after all the festive chaos.

Financial Advice Whether you're thinking about buying a home, planning your retirement, or just wondering "am I doing this pension thing right?" - our partners at Kind Wealth are here to guide you. They

offer a free consultation and can help you build a plan that actually fits your life, so you can focus on living it.

- **Free Mortgage Advice plus Amazon.co.uk Gift Card up to £125** Kind Wealth are providing FREE mortgage advice to employees. Kind Wealth are whole of market mortgage advisers and will be able to research the market to find you a great mortgage deal. If you apply for your mortgage through Kind Wealth, then once your mortgage has completed, Kind Wealth will issue an Amazon.co.uk Gift Card up to the value of £125. Details [HERE](#).
- **Discounted eVouchers £100 at the checkout? With your platform it only costs you e.g. £95 (5% discount)** How it works: Pick your eVoucher, buy it for less, spend in-store or online just like cash (and... as it's a form of payment, it means you can also use it alongside the retailers own sales, discounts, and loyalty schemes!).
- **Exclusive offers** Exclusive deals and limited-time savings that make a big difference. How it works: Pick your offer on the platform, click on the retailer link, discount is already applied, OR, copy/paste your promo code at checkout.

No pressure. No guilt. Just smarter ways to make your money work harder for you.

🔗 Click [HERE](#) for your savings.

Cemex Attend Labour YIMBY Parliamentary Reception

Cemex's Public Affairs team recently attended the Christmas Labour YIMBY (Yes In My Back Yard!) Parliamentary Reception held in the Terrace Pavilion at the House of Commons hosted by Mike Reader MP, who earlier this year visited our Northampton Concrete Plant.

The event brought together a wide range of Labour MPs, councillors, industry leaders and YIMBY campaigners to reflect on progress made over the past year in addressing the UK's housing challenges and to discuss priorities for the year ahead.

The reception featured contributions from Baroness Sharon Taylor, alongside a strong turnout of parliamentarians and professionals from across the built environment sector, all pushing to get Britain Building, and to make sure that we support our vital construction and manufacturing industries.

Cemex's attendance provided an opportunity to engage informally with key political and industry stakeholders on issues central to our business, and our presence was very gladly and gratefully received.

Discussions centred around increasing housing delivery and accelerating planning decisions, the role of modern methods of construction in boosting supply, and how industry and government can work together to deliver sustainable, high-quality homes, with British made construction products.

Events such as this are an important part of Cemex UK's ongoing public affairs engagement, helping to ensure our voice is heard in discussions around housing, planning reform and construction sector growth.



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
01-01-2026	Multi Skilled Operative	Asphalt	Nottingham	16/01/2026
02-01-2026	Warehouse Technician	Procurement	Rugby Cement Plant	15/01/2026
03-01-2026	Credit Advisor	GES – Credit Control	Any Hub Office	19/01/2026
04-01-2026	Supervisor	Materials - Aggregates	Northfleet Wharf	22/01/2026
05-01-2026	Multi Skilled Operative	Materials - Aggregates	Halkyn Quarry	22/01/2026
06-01-2026	Assistant Asphalt Plant Manager	Materials - Asphalt	Sheffield	20/01/2026
07-01-2026	Multi Skilled Operative (Finished Products Afternoon Shift)	Materials - Aggregates	Dove Holes	26/01/2026
08-01-2026	Sales Agent x 3	Customer Experience - Readymix	Binley	28/01/2026

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.

SA22/2025 – 18.11.2025

SAFETY ALERT

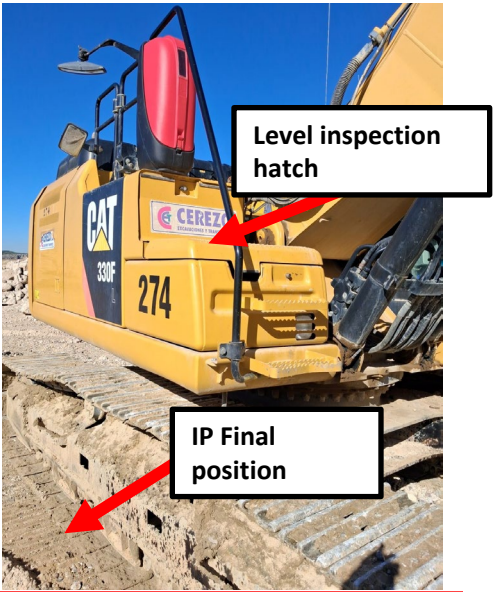
LTI – AGGREGATES – HIP CONTUSION

DETAILS OF THE INCIDENT

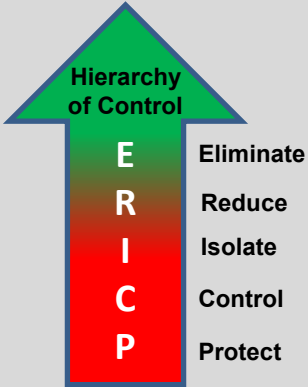
A contractor worker was standing on the track platform of an excavator, carrying out the usual checklist and level checks prior to the start of the working day. Upon finishing and making a body movement, one of his feet lost grip on the track surface (located approximately 85 cm above ground level) causing him to lose balance and fall to the ground. During the fall, the worker struck his hip. He was taken to a medical centre, where the relevant examinations were carried out. The specialist confirmed a hip contusion. Medical advice prescribed rest.

KEY FINDINGS	
✓	The worker had both feet on the track at the time of the incident.
✓	He was wearing all mandatory PPE, including safety boots with correctly fastened laces.
✓	The checklist and level checks were being carried out in accordance with the established daily procedure. This was the only available access point.
X	The task had not been assessed using the Take 5
X	The track surface may have been wet due to morning dew at the time of the incident (early morning), which likely contributed to the slip and loss of stability. This was not identified as a risk by the worker, possibly also due to insufficient lighting.

- HOW COULD THIS HAVE BEEN AVOIDED**
- Check the condition of access surfaces (tracks, steps, platforms) at the start of the working day, especially during cold, damp or icy conditions.
 - Assess whether the method for climbing, descending and checking levels can be reviewed to ensure these daily tasks are carried out safely and with stability.
 - Ensure that areas where checks are performed have sufficient lighting to detect hidden or poorly visible hazards.
- KEY REVIEW POINTS**
- Ensure workers always maintain three points of contact when on machinery.
 - Remind workers to take extra care during the early hours of the morning, when dew, frost or moisture can reduce grip when climbing on or off machinery or vehicles.



Display Until
31.12.2025



Get a grip

Hold handrails on stairways and use three points of contact when getting into/out of vehicles.

Housekeeping

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

Safety Checks

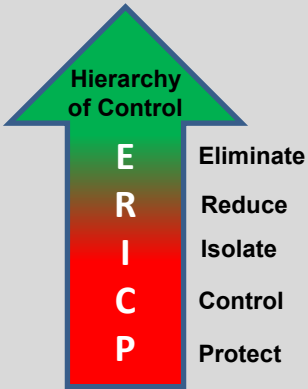
Carry out your vehicle checks before driving and make sure your load is stable and secure.

STOP THINK ACT

SAFETY ALERT

Employee – Medical Treatment Case

Display Until
31/12/2025



DETAILS OF THE INCIDENT

At the customer site in Abu Dhabi, the pump helper tripped over his shoelaces and fell while carrying a water bottle. He did not report the incident that day because he felt fine and continued working. The following day, he experienced some pain in his left hand, so his supervisor sent him to the hospital for medical checks, and the hospital discharged him with a short arm splint applied to his forearm as a precaution for any minor, undetectable fissures (no fractures were found), then he back to his work.

KEY FINDINGS

✓ PPE	The pump helper was wearing the required PPEs.
✓ Take 5	He completed his Take 5 assessment and was trained in its use.
✓ Induction & Training	<ul style="list-style-type: none">He completed the site safety induction and mandatory training.He joined the “Tight Shoelaces” toolbox talk a few days before the incident.
✗ Behavior	He failed to tie his shoelaces correctly and didn't promptly notify the supervisor about the incident.

HOW COULD THIS HAVE BEEN AVOIDED

- All employees must always wear safety shoes with laces securely tied.
 - Remind employees to inspect and properly tie their shoelaces before commencing work and during scheduled breaks.
 - Conduct refresher training on workplace hazard identification, emphasizing slip, trip, and fall prevention measures.
- KEY REVIEW POINTS**
- Emphasize the importance of immediate reporting all hazards and incidents,
 - Regularly check footwear and PPEs condition to ensure compliance.



Injured helper position

Personal Protective Equipment

Always wear the correct PPE.

Safe Systems

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

STOP THINK ACT

SA21/2025 – 10.11.2025

SAFETY ALERT

HIPO – TIPPER ROLLOVER IN QUARRY

DETAILS OF THE INCIDENT

A subcontracted haulier transported concrete waste from the Cemex plant to the quarry for reprocessing. During unloading, the driver noticed an imbalance in the tipper body while tipping, which resulted in the body overturning. No personal injuries were reported.

KEY FINDINGS

✓	The driver was familiar with the route and the unloading area, and the tipper body was correctly aligned with the cab.
X	Unloading was carried out in an area with slight unevenness, despite the availability of nearby areas with more favourable ground conditions that had previously been used by other vehicles.
X	The truck and the driver were not validated on the contractor control platform, and there was no evidence of specific driver induction regarding rollover risks.
X	An uneven distribution of the load was observed during the rollover, with a higher accumulation of material close to the cab, generating an asymmetric load during lifting.
X	The material had a higher-than-usual moisture content and exceeded the maximum allowable capacity of the aluminum tipper body.

HOW COULD THIS HAVE BEEN AVOIDED

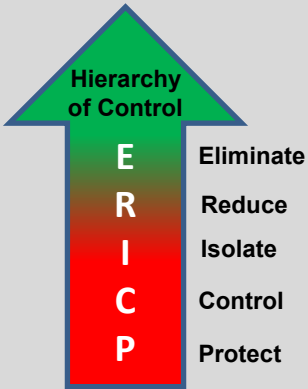
- Avoid loading materials with high moisture content that may increase adhesion to the tipper body and compromise unloading during tipping operations.
- Do not exceed the vehicle’s maximum allowable load and ensure correct and even distribution of the material in the tipper body.
- When transporting concrete waste, steel tipper bodies are recommended.

KEY REVIEW POINTS

- During loading operations, site personnel and drivers must be aware of the type of material being loaded, the type of tipper body used, correct load distribution and the ground conditions at the unloading area.
- Drivers and vehicles must be authorized and validated on the contractor control platform.
- Confirm that heavy goods vehicle drivers have completed the required driver induction and are aware of rollover risks and the associated preventive measures.



Display Until
31.12.2025



Get a grip

Hold handrails on stairways and use three points of contact when getting into/out of vehicles.

Housekeeping

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



Safety Checks
Carry out your vehicle checks before driving and make sure your load is stable and secure.



STOP THINK ACT

SAFETY ALERT

18-11-25

Display Until
XX.XX.XX

HIPO – Alternative fuel tipper Rollover

DETAILS OF THE INCIDENT

At the Alternative Fuels receiving area of a cement plant, two vehicles were positioned in parallel for unloading. One driver exited their cabin to assist the other, stepping outside the designated exclusion zone. During the unloading process, the trailer tipped to the right, impacting the adjacent vehicle's cab. No injuries occurred.

KEY RCA FINDINGS

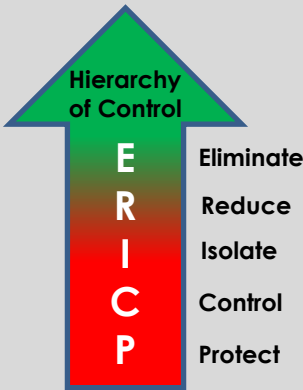
✓	The driver has over 21 years of experience, including the last 9 years working regularly with tipper trucks.
✓	The unloading area was level and paved with concrete.
✓	The unloading area was clean and free of obstacles.
✓	Signs displaying the unloading rules were in place.
✗	Both drivers were not given a site induction; it was their first visit to the plant.
✗	The material was loaded unevenly by the supplier and it was found to be stuck on one side of the trailer – it was loaded in rainy conditions and then parked up for 24 hours in cold temperatures
✗	The driver began discharging while another tipper truck was parked parallel, without respecting the 15-meter safety exclusion zone.

HOW COULD THIS HAVE BEEN AVOIDED

- Effective systems are in place that ensures all truck Drivers receive a suitable and sufficient site induction
- Unloading areas are regularly monitored and checked
- Tipping procedures are up-to-date, known and enforced
- Ensure drivers can detect any issues during the unloading process, such as stuck material, that could lead to a potential rollover.
- Trucks are properly loaded by trained people
- **KEY REVIEW POINTS**
- Tipping does not take place on inclines, uneven, or soft ground.
- Exclusion zones (15M) and adequate signage in place.
- All drivers are informed, trained, and inducted on rollover prevention requirements and repeated periodically
- Consider alternative truck types e.g. 'walking floor trailers'



CEMEX



Site Safety

Check for hazards when on site, be highly visible and assess the risks before unloading.

Driving



Drive safely, ensure you are authorised and that vehicles/mobile plant are well maintained.

Safe Systems



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



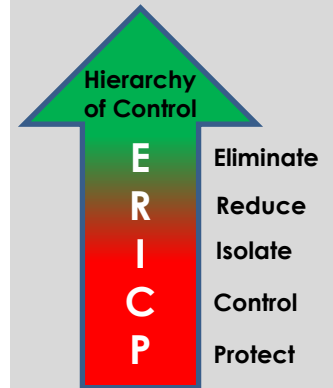
STOP THINK ACT

SAFETY ALERT

HIPO – MATERIAL FALL FROM ROOF

2025-24-18-11-25

Display Until
31.12.2025



DETAILS OF THE INCIDENT

During lifting operations on the roof of the ready-mix plant, one of the pallets being lifted to be positioned on the roof became unstable. Part of the loaded material (aluminium profiles and technical sandwich panels being installed) fell through a nearby roof skylight, which was unable to withstand the impact and broke. Sections of the roof sheet and the falling material landed inside the plant, below the aggregates storage area. No workers were present below at the time of the incident. A concrete mixer truck was passing through the area, and some profiles struck the rear right mudguard of the vehicle.

KEY RCA FINDINGS

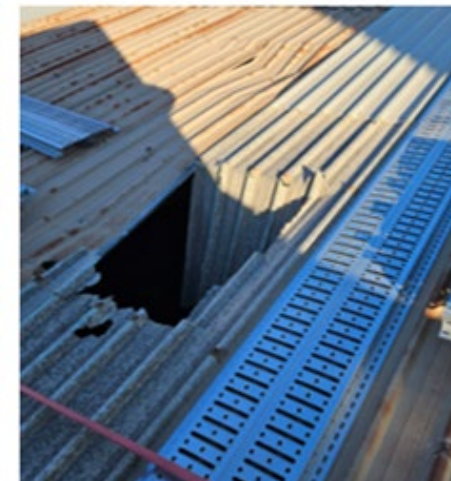
- | | |
|---|---|
| ✓ | The project included a lifting plan and a structural assessment of the roof in relation to the weight of the material (photovoltaic panels and pallets of profiles/panels). |
| ✓ | All workers from the contractor company had training and several years of experience in roof works and lifting operations |
| ✓ | The lower area beneath the roof work zone was free of personnel and the risk area for falling objects had been clearly signposted. |
| ✗ | The material on the pallets had been rearranged to reduce the weight of each pallet, but it was not properly secured or slung for lifting. |

HOW COULD THIS HAVE BEEN AVOIDED

- When carrying out tasks with a risk of falling objects, cordon off the affected area at ground level to prevent the presence of people in risk zones.

KEY REVIEW POINTS

- The stacking of material on pallets must ensure that loads cannot move and that sling tension is minimised.
- Correct slinging of material loads is essential, and the type of slings used must be appropriate for both the load and the material.
- When working on roofs where there is a risk of falling objects affecting people below, consider installing safety nets or carrying out the work during periods with no plant activity.



Working At Height



Use appropriate access equipment and fall protection.

Safe Systems



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



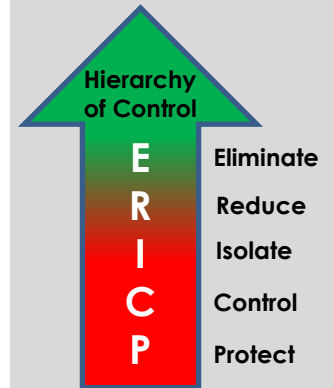
STOP THINK ACT

SAFETY ALERT

HIPO – CEMENT TRUCK ROLLOVER

2025/20 15-09-25

Display Until
31.12.2025



DETAILS OF THE INCIDENT

After completing work at the customer's facilities and during the return journey, a contractor driver of a cement tanker truck suffered a rollover when entering a curve within the industrial estate where his base is located. The driver did not sustain any personal injuries.

KEY RCA FINDINGS

✓	The driver was authorised as a contractor and had achieved a score of 8 in his latest driving performance statistics.
✓	Road and visibility conditions were good, with dry and clean ground.
✓	The driver had completed the daily inspection checklist and the "5 Steps" driver booklet.
✓	The driver was familiar with the route and the curve taken.
✗	The investigation determined that the driver exceeded the speed limit for the curve (62 km/h), whereas the recommended speed for passenger vehicles is 40 km/h.

HOW COULD THIS HAVE BEEN AVOIDED

- Adapt speed to the actual road conditions (road surface condition, visibility, traffic, load being carried and vehicle type).
- Always drive in a fit and alert condition..

KEY REVIEW POINTS

- Reinforce to all drivers the mandatory requirement to comply with speed limits, paying particular attention to curves and turning areas, where the risk of rollover in heavy goods vehicles increases significantly.
- Ensure ongoing training in defensive driving and promote immediate communication of any road condition that may increase risk and should be reported.



Watch your Speed

Keep below the limit and adjust your speed to suit road and weather conditions



Fit and Alert

Ensure you are fit to drive: hydrated, well rested, and free from the influence of alcohol and drugs.



STOP THINK ACT

Happier January 2026

MONDAY

TUESDAY

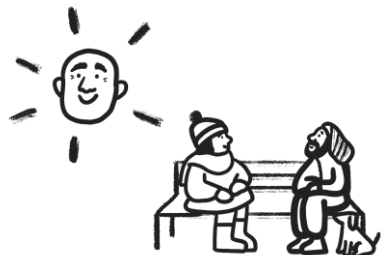
WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

SUNDAY



1 Find three things to look forward to this year

2 Make time today to do something kind for yourself

3 Do a kind act for someone else to help brighten their day

4 Write a list of things you feel grateful for and why

5 Look for the good in others and notice their strengths

6 Take five minutes to sit still and just breathe

7 Learn something new and share it with others

8 Say positive things to the people you meet today

9 Get moving. Do something active (ideally outdoors)

10 Thank someone you're grateful to and tell them why

11 Switch off all your tech at least an hour before bedtime

12 Connect with someone near you - share a smile or chat

13 Take a different route today and see what you notice

14 Eat healthy food which really nourishes you today

15 Get outside and notice five things that are beautiful

16 Contribute positively to your local community

17 Be gentle with yourself when you make mistakes

18 Get back in contact with an old friend

19 Focus on what's good, even if today feels tough

20 Go to bed in good time and allow yourself to recharge

21 Try out something new to get out of your comfort zone

22 Plan something fun and invite others to join you

23 Put away digital devices and focus on being in the moment

24 Take a small step towards an important goal

25 Decide to lift people up rather than put them down

26 Choose one of your strengths and find a way to use it today

27 Challenge your negative thoughts and look for the upside

28 Ask other people about things they've enjoyed recently

29 Say hello to a neighbour and get to know them better

30 See how many people you can smile at today

31 Write down your hopes or plans for the future



ACTION FOR HAPPINESS

Happier · Kinder · Together

Shift Your Winter Mindset

Tools to help you feel better, stay connected,
and boost your wellbeing this winter

Your Mindset Matters!

Winter can be tough - darker days, cold conditions, and more pressure at work and home. But small, simple changes can shift how we feel and help us support each other.

Here's what helps:

Reframe Winter

Try to focus on **what winter brings**, not just what it takes away.

- Make time for rest and recovery
- Find comfort in routines
- Get outside in the daylight when you can
- Keep a consistent sleep schedule

Be Kind (To Others & Yourself)

Even small acts of kindness can change someone's day - including your own.

- Check in on someone who seems quiet
- Offer help or just listen
- Practice **self-compassion**: treat yourself like you'd treat a mate
- If you're tired or struggling - it's okay to take a breather or ask for help

Winter is tough. But so are you.

Let's look after each other
and build a better mindset together.



Stay Connected

You don't have to power through alone. We're wired for connection.

- Make time for chats, not just checklists
- Eat with others when you can
- Use buddy systems or group check-ins on site
- Reach out — connection is protective

Stick to Your Values

This winter, focus on what really matters to you.

- Time with family or friends
- Being present, not perfect
- Giving your time instead of just gifts
- Doing something meaningful in your community

Savour the Small Stuff

Noticing the good moments - no matter how small - can boost mood and motivation.

- A warm drink, a good view, a job well done
- Share one positive moment each day with a team mate
- Celebrate small wins



www.resilientpeople.co.uk



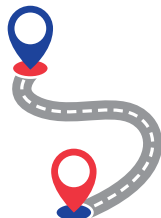
RESILIENT
PEOPLE

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.





Sexual Harassment Statement for offices, sites and site inductions

Cemex is committed to providing a safe, inclusive and respectful environment for all employees, workers, customers and visitors. Sexual harassment and harassment in any form by anyone will not be tolerated. We take all reports of such behaviour seriously. If you experience or witness any conduct that makes you feel uncomfortable, please report it to our staff immediately. Your safety and wellbeing are our top priority, and we are dedicated to ensuring that everyone feels welcome and secure in our workplace.