



CEMEX

Welcome to **UK NEWS**



Your bi-weekly update from
around Cemex UK

29th January 2026



www.cemexuknews.co.uk

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Health & Safety

Latest Safety Alert



The latest Safety Alert relates to a Readymix truck that rolled over while on the way to a garage. No other people were involved and thankfully the truck driver was not injured.

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

Please review and discuss this with your teams and all drivers to help reinforce the need for being extra cautious during adverse weather conditions. Please also 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>

Tips for Driving in Snow and Keeping your Vehicle Winter Ready

Winter driving can present a whole new set of challenges, both for you and for your vehicle. Our partners at Alphabet have compiled a comprehensive [online guide](#) filled with top tips to help you prepare for your journeys during the cold months, and stay safe while on the road.

Essential items to keep in your vehicle

Plan your journey and keep a torch, blanket, ice-scraper, small shovel, suitable shoes or boots and clothing, de-icing fluid and a supply of winter grade screen wash fluid in the vehicle. It's advisable to have some food and drink, including a flask, for the journey. Tell friends or family where you're going, which route you're taking, and when you expect to arrive.



Five basic checks to keep your vehicle happy in the cold:

1. Battery (ICE vehicles)

A healthy battery is essential in winter when frequent engine starting and use of lights is heavy. Ensure the connections are tight and, if the battery has an inspection window, check the displayed colours as follows: GREEN The battery is working properly. BLACK The battery needs charging. CLEAR/YELLOW The battery needs replacing.

2. Tyres

Check tyre pressures, including the spare (if any), and measure tread depths. At Alphabet we replace tyres at 2mm. The legal minimum for cars and vans is 1.6mm, but deeper tread improves grip in snow. Markers in the tyre tread indicate wear; if they are flush with the tread you'll need to replace the tyre. All Season tyres are becoming more available (although not in all sizes), and provide an improvement in control in cold weather.

3. Screen wash

It's crucial that you use the correct screen wash additive, especially in colder weather. Don't dilute premixed screen wash solution as this will reduce its effectiveness and remember that the washer system can still freeze even if you have heated washer jets.

4. Anti-Lock Braking System (ABS) and Electronic Stability Programme (ESP)

ESP and ABS systems may activate to help you control the vehicle effectively. The ESP/ABS light will flash on to let you know. When ABS is in operation it produces a pulsing sensation through the brake pedal, and a distinctive 'crunching' sound. Even with the technology, stopping distances may not reduce when braking on ice or snow, so keeping an increased distance from the vehicle in front is important.

5. Register for a FREE vehicle health and safety check

Visit your local Kwik-Fit centre for a free vehicle health check. It will include all the above recommendations, plus a battery condition report to ensure your vehicle will start in cold weather. To learn more about the vehicle safety check and the benefits it offers, click below for details.

Driving in snow and wet weather

It takes just six inches of fast-flowing water to knock you off your feet, while a foot of water is enough to float a vehicle. In short, water presents huge hazards to motorists. If you are caught in snow, drive with due respect to the conditions, reduce speed and allow extra distance between you and the vehicle in front.

Click [HERE](#) for Top Tips for driving in wet weather and snow, plus tips for maximising your EV's range in cold weather.

Future in Action



Latest Earthly Matters



The January 2026 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 the latest edition at the end of this document, or on the UK News website [HERE](#).

In this edition...

- Partnership Update: Visit to East Leake quarry
- Focus on post-industrial habitats and a visit to South Ferriby
- Actions for Nature: Take part in the RSPB Big Garden Bird Watch

We hope you enjoy this latest edition.

PSA Testing Initiative Update

Cemex UK's Wellbeing Strategy Group has recently launched a new PSA (Prostate Specific Antigen) testing programme to support early detection of potential prostate health issues for male colleagues aged 40+. A PSA test is a simple blood test that can help identify prostate concerns early, often before symptoms appear.

Three on-site testing events have been arranged, each offering up to 60 places. Due to very high interest, Dove Holes (17th February) and Coventry Head Office (11th March) are now fully booked. **The Northfleet session on 22nd April still has 22 places remaining.** Test results and anonymised data will be shared via the Wellbeing Portal.



To book a place at Northfleet use this link <https://cemex.mypsatests.org.uk> and the Code: **CEM26** or use the poster at the end of this document and on the UK News download page: www.cemexuknews.co.uk/downloads which include a QR Code to scan using a phone.

Additional events or reimbursement options may be explored depending on demand.

Small, Meaningful Changes that Support our Wellbeing

Our new *Healthy Micro-Habits* poster is a simple, practical guide designed to help all of us make **small, meaningful changes** that support our wellbeing every day.

These aren't big lifestyle overhauls. They're small, achievable actions that can improve how we feel, how we work, and how we show up for ourselves and others. Just a few minutes a day can make a real difference!



2 Regulation & Recovery – The Foundation

To reduce tension, boost focus, and support healthier routines:

- Improve Your Sleep Quality
Turn off screens at least 30 minutes before bedtime.
- Reset Your Focus
Pause for 10 seconds before starting a new task.
- Relax Your Body & Mind
Try taking three slow, deep breaths to reset throughout the day.
- Stretch It Out
Incorporate quick neck and shoulder stretches into your breaks.

⚡ Energy & Physical Health

Small habits to support your body and improve daily energy:

- Move More – Add short walks or movement bursts into your day.
- Drink Water First – Start your morning with a glass of water.
- Cut Back on Sugar – Swap sweet snacks for nuts or fruit.

🤝 Connection & Purpose

Strengthen relationships and boost your sense of meaning at work:

- Build Social Connections
Have a quick chat with a colleague.

- Volunteer or Help Others
A small act of kindness goes a long way.
- Show Appreciation
Thank someone for their support or contribution today.

Start Today—Your Health, Your Future

Our poster is now available at the end of this document and available to download on our UK News download page [HERE](#). Please take a moment to look through the ideas and choose one or two micro-habits you'd like to adopt. Small steps add up—and together we can build a healthier, more supportive, and energised workplace.

Understanding Key Cemex Financial Terms and Concepts

Following the introduction of the new monthly UK Materials Update call with Lex Russell, we're now delighted to invite you to an upcoming training session on **Tuesday 10th February at 3pm**, designed to help demystify some of the key financial terms and concepts that we use across our Cemex business. The session will be delivered by Brad Hammonds, UK Financial Accounting Manager, and will be recorded in case you are not available to join on Teams.

Financial reporting is full of acronyms, so if you would like to better understand the terminology shared in management briefings and reports, or better understand how our performance is measured, this session will provide a clear overview of the fundamentals. We'll aim to explain terms such as OCF, EBIT, FCF and WACC plus many others. The aim is to help you feel more confident when reading financial information, understanding business performance, and engaging in conversations where these terms are used.



Look out for the invitation shortly. We hope you'll join us for what promises to be a very useful and engaging session.

URGENT - Act Now – tag your emails!

We're under one week away from Cemex's Global Data Retention Policy being launched. **Starting 2nd February 2026, emails 180 days and older that were not tagged will be automatically deleted.**

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.

Take Action Now!

Please make sure that if you need to retain certain emails, **you need to assign the corresponding 5 or 10-year retention tag** based on operational and legal requirements before 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.

Important note: Going forward, you need to continuously tag relevant emails to retain them. If you don't need to retain any emails, no further action is required.

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.

New Intelex Guide 2: Inspections and Actions

The second Intelex Guide in our new series '*Intelex Guide on Inspections & Actions*' explains how employees can easily complete inspections and close actions using either the desktop site or the mobile app.

 You can access the guide here: [Intelex Guide on Inspections](#)

Guide summary:

Closing an Inspection:



Closing an Inspection – Desktop

Go to My Tasks, select your inspection, and click Complete Inspection to finalise it.

Closing an Inspection – Mobile

In the app, open Inspections, choose My Inspections, make any updates, then tap Complete Inspection.

Closing an Action – Desktop

From My Tasks, select the action, complete the Action Plan Details, fill in the Completion section, attach evidence, and click Complete Action.

These simple steps help teams keep inspections up to date and ensure corrective actions are properly documented.

MP John Slinger Visits Rugby Cement Plant

Recently, Cemex UK's Senior Leadership team welcomed Rugby MP John Slinger and Sarah Feeney from Warwickshire County Council to our Rugby Cement Plant for a tour of the site.

Joined by Martin Casey and David Evans from the Mineral Products Association, the group learned about how the plant operates and its significant contribution to local employment and national infrastructure. The visit also provided an opportunity to discuss some of the challenges currently facing the UK cement sector.

We are grateful to John, Sarah, Martin, and David for taking the time to engage with our team on important matters. A massive thank you to Phil, Jamie, and the Rugby team for accommodating the visit.



Cut Your Winter Bills



It's Big Energy Saving Week – your reminder that little tweaks can actually pay off.

It's Big Energy Saving Week over on our Cemex Lifestyle Platform – head over to find ways to keep your energy bills low and your home more sustainable.

Remember, little tweaks can actually pay off. From simple DIY upgrades and smart appliances to cosy décor and layers that keep you comfy without hiking your bills.

Did you also know that if you purchase a discounted supermarket eVoucher every time you shop, you could claw back around £240 a year.

Click [HERE](#) to find out how you can save this winter time.

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).

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
09-01-2026	Multi Skilled Operative (Primary Back Shift)	Materials – Aggregates	Dove Holes	29/01/2026
10-01-2026	Plant and Field Technician	Materials – Technical	Oldbury	03/02/2026
11-01-2026	Customer Service Representative	Customer Experience – Aggregates	Binley	03/02/2026
12-01-2026	FLT Driver/Machine Operator	Materials – Building Products	Northfleet Block Plant	04/02/2026
13-01-2026	Electrical Supervisor	Cement Operations	Rugby Cement Plant	06/02/2026
14-01-2026	Driver – Mixer	Materials – Readymix	Jarrow	09/02/2026
15-01-2026	Quarry Manager (Finished Products)	Materials – Aggregates	Dove Holes	11/02/2026

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



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.

SAFETY ALERT

TRUCKMIXER ROLLOVER 14/01/2026

DETAILS OF THE INCIDENT

The incident occurred on route to a garage for routine maintenance at 08:33. The garage was located down a single-track road which is suitable for large haulage vehicles. The weather on the day was fine but wet due to an earlier hard frost thawing, the temperature was rising and at 4 degrees Celsius. As the driver approached the entrance to the garage, travelling at no more than 20MPH, he lightly applied his brakes and the vehicle skidded, clipped the verge and turned over. The area was found to still have black ice as it was sheltered from direct sunlight. The driver although shaken up was uninjured, there were no other people or vehicles involved.

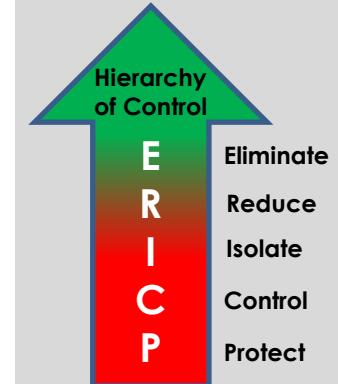
KEY REVIEW POINTS

- Have all drivers received winter driving toolbox talks?
- Although in this instance this was the only available route, do drivers look to use alternative routes in bad weather to avoid untreated roads?
- Is there an effective pre-use and defect rectification scheme in place?
- Are drivers aware of the risks of carrying loose tools & equipment in their cabs?



KEY RCA FINDINGS

✓	The driver is experienced and familiar with the equipment and he has also been working for the business for 10 years.
✓	A prestart check had been carried out with no defects identified. All statutory related safety items were in place.
✓	The Local team had made a weather assessment and sent the vehicle once the frost had thawed. The road where the incident occurred was not on the local authority's gritting program as it is not a major route.
✓	There were no loose tools or equipment in the cab which could have caused the driver an injury as the vehicle turned over



Driving

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

Tools and Equipment

Use the right, well maintained, tools/equipment for the job. Never make do.

Safe Systems

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



STOP THINK ACT

Earthly Matters



Cemex & RSPB Partnership Blog January 2026



Welcome to the January 2026 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

Following on from Jon Randle's interesting article about the birds he has seen at Cemex's East Leake Quarry, I went to visit him last month to meet up in person and have a walk around the site. We saw a good selection of birds. A highlight was a glimpse of a Woodcock flying away from us when we accidentally disturbed it from a woodland edge. The Woodcock is a wading bird, but instead of being seen on wetlands like most waders, it lives in woodlands and feeds at night in fields using its long bill to find worms.

Cryptically camouflaged, Woodcocks rely on their plumage blending into leaf litter when they sit tight on the woodland floor. A typical sighting in winter is when one is flushed up and flies away when you've walked by too close.



Woodcock

© Mike Langman
(rspb-images.com)

Other birds we saw were ducks on the ponds, including some Shovelers and Wigeon. A male Bullfinch was feeding in a hedgerow along with several Redwings. Thanks to Darren Stevens, Assistant Quarry Manager, for helping to show me around and to Jamie Ewing, Quarry Manager, for welcoming me to site. I look forward to hearing what birds Jon sees at the quarry this year.



Big Garden Birdwatch

23–25 January 2026

Actions for Nature

The RSPB's Big Garden Bird Watch this weekend.

It's that time of year again to get ready and take part in this weekend's **RSPB's Big Garden Birdwatch**. Last year an incredible 9.1 million birds were counted by over half a million people. It's free, fun and easy to do.

The House Sparrow remained at the top of the rankings as the most commonly-seen garden bird with more than 1.2 million recorded sightings throughout the weekend, but average numbers of these chirpy, cheeky characters are down by 64% compared to the first Big Garden Birdwatch in 1979.

For further information on how to take part this weekend, [click here](#):

<https://www.rspb.org.uk/whats-happening/big-garden-birdwatch>

If you took part at a Cemex site we'd be interested to know how you got on.

Focus on Post-industrial Habitats

By Carl Cornish

Areas that have been used in the past for industry and then left can become exceptionally important for wildlife. This is because they have areas of open bare ground, varied topography with nooks and crannies important for insects, and nutrient-poor soil, good for plants. With such sites, beauty is in the eye of the beholder. Admittedly, they often don't look pretty, but prettiness and biodiversity importance don't always go hand in hand. Often a disastrous fate for the wildlife of such areas is that sites become tidied up and made to look more visually appealing. In the process, all the important features for wildlife are lost. There is often pressure from the public and planners for this tidying up of perceived waste ground.

Overtime, there will be colonisation by shrubs and trees, changing open habitats into wooded ones. The most sustainable and cost-effective way to manage is through natural browsers and grazers (e.g. deer and rabbits), or introducing grazing (cattle, ponies or sheep) to control woody vegetation. Where that is not possible, management interventions are needed to retain important habitat features such as bare open ground.

Contact Carl

If you would like advice or a visit from Carl Cornish, our RSPB Senior Business Conservation Adviser for the Cemex Partnership, please get in touch: carl.cornish@rspb.org.uk

I've had a couple of visits to Cemex's South Ferriby site, which has an excellent area of post-industrial habitat – a disused landfill. It is a mosaic of open ground, grassland, shallow pools and scattered scrub. On my last visit to see what birds are using the area in winter, I saw eleven Short-eared Owls. I've never seen that many Short-eared Owls flying together before; they are also the only ones I've seen this winter. These will be birds that are visiting lowland Britain from further north or from the Continent. They fly low over grassland searching for Field Voles, their main prey. They are an owl with a wide wingspan (bigger than a Barn Owl). They have two small feather tufts above their eyes, which gives them their name.

Did you know - The collective noun for owls is a parliament.



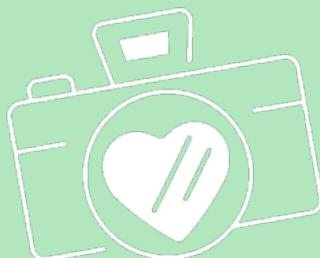
Short-eared Owl

© Mike Langman (rspb-images.com)

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: gb-communicationsandpublicaffairs@cemex.com





PROSTATE TESTING EVENT

For all men aged 40 and over

Northfleet

Wednesday 22 Apr 2026
10:00-14:00

Cemex Concrete Products
Botany Marshes
Lower Road
Northfleet
Kent
DA11 9BB

To Book

<https://cemex.mypsatests.org.uk>

PASSWORD: CEM26



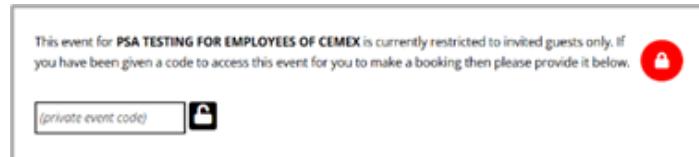
OFFICE HELPLINE: 01926 419959

OFFICE EMAIL: info@psatests.org.uk



INSTRUCTIONS ON HOW TO BOOK YOUR PSA TEST APPOINTMENT ONLINE

1. Using your phone, scan the QR code above, enter the private event code CEM26.



Or if entering the site via <https://cemex.mypsatests.org.uk>, click on the padlock icon and enter the above code.



This will now take you to the event homepage. Scroll to the bottom of the page where you will need to either log in or register using your email address and a password of your choosing.

Please ensure that you record the email address and password that you have set up. This will be required to obtain your results.

2. An email will be sent, please verify your account by clicking where indicated (this can be actioned after you have made your booking).

3. Select the time you wish to attend (see drop-down menu indicated by a down arrow) and then

Book A Place

A blank form will appear.

Friday 24 Oct 2025 @ 14:00

4. Select the tests you require, complete the form and answer the medical questions and Confirm Details

If you have problems accessing the correct year for your Date of Birth you can simply type it into the yellow box as pictured, you then simply need to tap on the day in the calendar which is highlighted blue.



5. Tick the relevant terms and conditions and confirm booking.





Building Healthy Habits for a Better Future!

Let's build a healthier future together! Join our wellbeing initiatives this year.

Here are some examples of healthy micro-habits
- which ones will you adopt in your own life?



Regulation & Recovery – The Foundation (to reduce tension and stay focused)



Improve Sleep Quality and Routine

→ Avoid screens at least 30 minutes before sleep



Reset Your Focus

→ Pause for 10 seconds before starting a new task



Energy & Physical Health (build energy and support the body)



Increase Physical Activity

→ Incorporate short walks or movement into your daily routine



Drink More Water

→ Start your day with a glass of water



Limit Sugar Intake

→ Replace sweet snack with nuts or fruit



Relax Your Body and Mind

→ Take 3 slow, deep breaths to reset and refocus during the day



Incorporate Stretching into Your Day

→ 2 minutes of neck and shoulder stretching during a break



Connection & Purpose (support mental wellbeing and resilience)



Strengthen Social Connections

→ Have a short conversation with one colleague



Volunteer or Help Others

→ Offer help or a small kind gesture



Express Appreciation

→ Thank one person for their support or contribution today