



CEMEX

Welcome to UK NEWS

Your bi-weekly update from
around Cemex UK

12th February 2026



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Health & Safety

New - Safety & Driving Essentials: February–March Focus

As part of our 2026 Health & Safety Improvement Plan, our EMEA Health and Safety team are introducing a targeted bi-monthly focus on Safety and Driving Essentials. For February and March, the focus is on two simple but critical behaviours that play a key role in keeping everyone safe.



Safety Essential – Get a Grip

This focuses on safe vehicle access through deliberate entry and exit, always using **three points of contact**. Getting in and out of vehicles is one of our most frequent daily activities, and maintaining good grip, wearing suitable footwear and giving it our full attention are essential to preventing injuries.

Driving Essential – Watch Your Speed

This highlights the importance of driving at a **controlled speed**, adapted to site conditions, weather and surrounding activities. Speed directly affects reaction time, visibility and vehicle control, making it vital to slow down and avoid distractions—both on site and on public roads.

By consistently applying these straightforward behaviours, we strengthen our safety culture and help protect ourselves, our colleagues and everyone around our operations.

To support this initiative, materials have been developed for use during February and March, including:

- A short **toolbox talk** – [TAKE 5 when you getting in and out of a truck_posters_2026_up](#)
- **Simple graphics and key messages** for both Essentials
 - [Watch Your Speed - Graphic](#)
 - [Get a Grip - Graphic](#)
- A **VFL Focus Guide** for managers, particularly useful during VFL interactions – [2026 VFL Focus](#)

This initiative is about using everyday opportunities such as meetings, site visits and conversations to raise awareness and keep safety front of mind.

Please help by cascading these messages to your teams and ensuring they reach colleagues involved in VFLs, as well as Drivers, Site personnel and Supervisors. Local Health & Safety teams are also supporting with translations to ensure the messages reach everyone.

Reporting All First Aid Incidents

Health and Safety is our number one priority and that's why it's vital that every first aid incident is reported, no matter how minor it may seem.

Even a small cut, a sprain, or burn can tell us something important about how and where risks are emerging. By reporting a first aid incident, you are helping our teams understand what happened, identify root causes, and put improvements in place to prevent it happening again, to you or one of your colleagues.



By reporting every first aid incident we can strengthen our safety systems, improve facilities and behaviours, and make sure everyone goes home safe and well.

If first aid is given please report it immediately to your Line Manager, who will then register it in Intelex. Your action helps make our sites safer for everyone.

Together, we can keep learning, improving and keeping each other safe.

New - Eyewear Protection Campaign

Our new "Eye protection campaign" goal is simple and urgent: zero eye injuries caused by Cement projections and dust during unloading. We are sharing a short video and a summary of recent Safety Alerts with clear, practical measures to help ensure every unloading operation is safe from start to finish.

Why we are acting now:

Recent incidents during Cement unloading involved Cement entering the eyes at the end of the operation or when emptying the hose, resulting in eyelid injuries and medical attention. In every case strict adherence to sealed goggles, pressure/level control, and timely stops would have prevented the injury.

Action for Managers:

1. Verify the availability of sealed goggles and an eye-wash kit for every Driver.
2. Prepare a Safety Talk for all Cement Drivers in your operations. Include the video and the summary of relevant Safety Alerts.
3. Instruct every Driver to report unsafe conditions at customer sites, such as silo conditions or leakages, by taking a photo and sending it to their responsible contact in Cemex.

Support materials (to watch and share)

- Video - "Eye Protection" [EYE PROTECTION](#)
- Safety Alerts on eye injuries due to cement projection. – Click [HERE](#)

How we will measure progress

- 100% of Drivers using properly fitted anti-fog sealed goggles.
- 100% of Drivers delivered safety talk on Eye protection campaign.
- Photo evidence of unsafe conditions.

If you have any questions, please contact your Health & Safety leader.

Action For Happiness – Friendly February



We all want to feel connected and supported – and for good reason. The Friendly February Calendar poster is full of actions to help you give your relationships a boost.

Please share it on your workplace notice boards. You can find it at the end of this document and on the UK News download page: www.cemexuknews.co.uk/downloads

Even if we're shy or experiencing difficult relationships right now, there are still things we can do to feel more connected. Just taking a moment to send a message to an old friend or smile at someone can make a difference.

Vanessa King from Action for Happiness shares her top tips for Friendly February, based on the key of Relating (one of the 10 Keys for Happier Living). Watch [HERE](#).

The [Action for Happiness](#) online program is a great way to get the new year off to a happier start, with inspiring daily videos and fun actions to try out. Prioritising happiness and kindness influences how we approach everything – including our personal lives, families, communities, schools, and workplaces. It also shapes our views on public policy and helps us to consider the wellbeing of future generations too.

You can also be part of a kind and friendly community putting Action for Happiness ideas into practice daily [using their app](#).

Customer Centricity

Supaflo Reaches New Heights

Cemex has played a key role in delivering a landmark lower-carbon flooring solution at Canary Wharf's Wood Wharf development, part of what is believed to be the UK's highest-ever flowing screed pour.

Working in partnership with LKAB Minerals Gypsol and Loughton Contracts, Cemex helped support the successful installation of Gypsol TS-15 screed at an unprecedented height of 177 metres in a 53-storey tower.

Through early collaboration, bespoke mix design support and coordinated logistics, Cemex and the team at our Dagenham Plant helped ensure reliable performance, high installation rates and consistent SR1 tolerances on this high-profile London development.



This project highlights Cemex's continued commitment to lower-carbon construction, innovation and strong delivery partnerships on some of the UK's most technically demanding builds.

Commenting on the project Cemex's Sales Executive, Sharon Baker, shared: "I'm very proud to be part of the team that brought Supaflo to new heights. Thank you all at Cemex UK and LKAB Minerals for producing such a great product, thanks Loughton Contracts Plc for the chance to show what can be done."

You can watch LKAB's full video case study of the project featuring Sharon Baker [HERE](#)



2026 MPA Nature Photo Competition

The sixth MPA Nature Photo Competition celebrates the unique role our members play in creating amazing habitats for wildlife and is open to all employees of MPA members and associates and contractors working on sites.

Entries can be images of species (both fauna and flora) and habitats (including their landscape setting) found on operational quarries, partly or fully restored sites or any site plant.

The competition is open until 18th September 2026. Any photographs entered must have been taken between 1st January 2024 and 18th September 2026 to allow all the seasons and different wildlife to be captured. Winners will be announced in Autumn 2026.

Prizes of vouchers for photographic equipment will be awarded to first, second and third placed winners.

You can enter a maximum of five images (between 1MB and 5MB each in size) which should be sent as separate emails direct to MPA at naturephotos@mineralproducts.org

For further information please contact Rhian Geary at MPA rhian.geary@mineralproducts.org or go to the MPA website link [HERE](#).



Employees



Join Lex at a Forthcoming Materials Roadshow

We're delighted to share that Lex Russell, MD UK Materials, is heading back on the road to host his series of Materials Roadshows at locations across the UK.



These sessions are a great opportunity to hear directly from Lex as he reflects on our recent performance and outlines our priorities for the year ahead, for both Cemex UK and our UK Materials business. It's also a valuable chance to ask questions, share feedback, and connect with colleagues across the business.

All Materials employees or those who support the business are welcome to attend, and we encourage everyone to join a session at a location that works best for them. See list of locations, dates and times below:

Date	Venue	Contact	Session start times (Sessions last approximately 1.5 hours)
Monday 23rd February	North West The Whittle Suite at Haydock Park Racecourse, Newton-le-Willows, Merseyside, WA12 0HQ	Ian White iand.white@cemex.com	Session 1: 10.00 Session 2: 13.00
Tuesday 24th February	Sheffield Readymix Plant Stevenson Rd, Attercliffe, Sheffield, S9 3XG	John Parker john.parker@cemex.com	Session 1: 08.30 Session 2: 12.30

Wednesday 25th February	Dove Holes Quarry Dale Road, Dove Holes, Buxton, SK17 8BH	Steve Leigh stephenj.leigh@cemex.com	Session 1: 09.00 Session 2: 11.30 Session 3: 14.00
Thursday 26th February	Cemex House, (Head Office) Binley Business Park, Harry Weston Road, Coventry, CV3 2TY	Tina Baxter tina.baxter@cemex.com	Session 1: 13.00 (now full) Session 2: 15.00
Tuesday 3rd March	Southampton Football Club Britannia Rd, Southampton, SO14 5FP, Matt Le Tissier Room	Graham Osman graham.osman@cemex.com	Session 1: 10.00
Wednesday 4th March	London The Alma Inn, 499 Old York Rd, Wandsworth, London SW18 1TF	Nigel Bateman nigel.bateman@cemex.com	Session 1: 13.00
Thursday 5th March	Cemex Luton Concrete Plant Selbourne Road, Luton, LU4 8LS	Marcus Rappensberger marcus.rappensberger@cemex.com	Session 1: 10.30 Session 2: 13.30
Wednesday 18th March	Arden hotel at the NEC Arden Hotel, Coventry Road, Bickenhill, Solihull, B92 0EH	Rob Sims robert.sims@cemex.com	Session 1: 09.30 Session 2: 11.30
Thursday 19th March	Northfleet Building Products (Blockworks meeting room) Botany Marshes, Lower Rd, Gravesend, DA11 9BB	Bayram Kose bayram.kose@cemex.com	Session 1: 10.00

How to Attend

Please choose a date and location that suits you and request your place directly with the relevant organiser. We encourage Managers to share this with their teams, but please note that some venues have limited capacity, so early booking is recommended.

We hope to see as many of you as possible. These sessions are a great way to stay informed and feel connected to our strategy.

Prostate Cancer: Why Awareness Matters

During Q1 2026, the Cemex UK Wellbeing Strategy Group is focussing on Men's Health, with a focus on prostate cancer and bowel cancer. To support this first campaign, we have launched our new PSA Testing initiative across three of our large Cemex sites. We still have places available at our Northfleet site in the South but watch this space for further news about PSA testing.

Why are we focussing on Prostate Cancer?

Prostate cancer is now the most commonly diagnosed cancer in UK men, affecting tens of thousands of families every year. Across the UK, more than 64,000 men are diagnosed annually, and over 12,000 men die from the disease each year, roughly one death every hour in England. Around 1 in 8 men will develop prostate cancer in their lifetime, and an estimated 540,000 men are currently living with or after prostate cancer.



Risk increases with age, particularly over 50. Family history also raises risk, making awareness especially important for men with a father or brother who has had the disease. One of the biggest challenges is that prostate cancer often has no early symptoms. When symptoms do appear, they may include changes in urination, difficulty starting or stopping urine flow, or blood in urine or semen, but many men experience no warning signs at all. This makes early detection more difficult and reinforces the importance of discussing risk and PSA blood testing with a GP, particularly for higher-risk groups.

PSA Testing

PSA testing plays a vital role in the early detection of prostate cancer. PSA stands for Prostate-Specific Antigen, a protein produced by the prostate gland. A simple blood test measures PSA levels, which can help identify potential prostate problems before symptoms appear. One of the key reasons PSA testing is so important is early diagnosis - prostate cancer detected early is much more treatable and has significantly higher survival rates. In the UK, around 9 in 10 men diagnosed at the earliest stage survive for at least five years, compared with far lower survival when the cancer is found later. Because early prostate cancer can be silent, PSA testing may be the only early warning sign.

Despite the serious impact of prostate cancer, survival rates have improved. In the UK, nearly 79% of men now survive prostate cancer for 10 years or more, thanks to advances in early diagnosis and treatment. However, the disease remains the third leading cause of cancer death in UK men, with approximately 12,200 deaths per year.

Find out more:

- Macmillan Prostate Cancer Fact Sheet - how prostate cancer is diagnosed and treated. Download [HERE](#)
- Prostate Cancer UK – Know Your Prostate Booklet. Download [HERE](#)
- [Prostate Cancer UK](#) – Online Helpline and resources
- [Prostate Cancer UK](#) – Online Wellbeing hub
- [Prostate Cancer UK](#) – Story of being diagnosed
- [Cancer Research UK](#) – Living with prostate cancer
- [NHS Help and Support](#) - NHS prostate cancer support

By encouraging conversation, awareness, and early risk checks, we can help more men detect prostate cancer sooner and save lives.

PSA Testing- Places Still Available at Northfleet

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 and Coventry Head Office are now fully booked. **The Northfleet session on 22nd April still has 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 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.

Understanding Key Cemex Financial Terms – Watch Recording

This week Brad Hammonds, Cemex UK Financial Accounting Manager, ran a session designed to help demystify some of the key financial terms and concepts that we use across our Cemex business.

If you missed the session, or need a recap, you can watch the recording here [Understanding Key Cemex Financial Terms.mp4](#)

You can also view Brad's slide pack which he presented [HERE](#).



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 provides a clear overview of the fundamentals. It explains 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.

New Intelex Guide 3: Reporting a VFL



The third Intelex Guide in our series explains how to report Visible Felt Leadership (VFLs) in Intelex.

It covers two methods: Desktop and Mobile App.

You can view the guide [HERE](#).

Could you Cycle to Work?

Are you considering a healthier, more sustainable way of travelling this Spring? If so, then Cemex Cycle to Work scheme may be just what you are looking for!

The scheme is permanently open all year round, so you can apply to the scheme at any time.

Details of scheme

Working for Cemex gives you exclusive access to a range of hand-picked Halfords brand bikes – and with the promo code C2WEXCLUSIVES, they can save as much as 57% of the usual cost! This is an unbeatable opportunity to get a high-quality award-winning bikes such as, Carrera, Apollo, and Voodoo at an incredible price, making commuting cheaper, greener, and healthier than ever.



Click here to choose your [BIKE](#), or scan the QR code – Add your chosen bike to the basket on [Halfords.com](#) and enter 'C2WEXCLUSIVES' in the promo code box.



The scheme works by allowing you to purchase a new bike and accessories through salary sacrifice, meaning you don't pay tax on the amount you have spent, saving you up to 42% on your new cycling gear. The cost is deducted from your salary over 12 months. The maximum amount that you can spend on a bike and/or accessories is up to £3,000. This will allow those looking to purchase electric bikes to choose from a wider selection.

Our agreement is with Cycle2work from Halfords. You can choose from shopping in Halfords stores, Halfords online, Tredz.co.uk or one of over 800 independent retailers, or visit: www.cycle2work.info to see your local options.

Decide what value you want to spend on your bike and safety equipment. You can choose to take between £100 and £3,000 in increments of £5. To register for the scheme please visit [HERE](#) or call 01908 303 498.

Once your application is approved then your Letter of Collection (LOC) is issued within 48 hours and you can go and collect your bike and equipment.

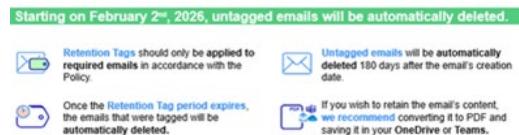
Some common questions

Do I have to cycle to work every day, and do I need to record when I use the bike? Simple answer is No! You can cycle all or part of a journey – to the station, to meet a colleague or client, from site to site etc. You can cycle just when it suits you – just on Fridays or in the summer months. You don't have to keep a record of when you cycle. You can use the bike for leisure purposes – pit stop at the café or pub makes it all worthwhile!

Further information and a guide to how to make an application can be found [here](#)

Data Retention Policy Now Activated

According to the Cemex Global Data Retention Policy, as of Monday 2nd February emails older than 180 days will be automatically and permanently deleted unless they are tagged with a Voluntary Retention Tag (5 years) or a Legal Retention Tag (10 years) based on operational and legal requirements.



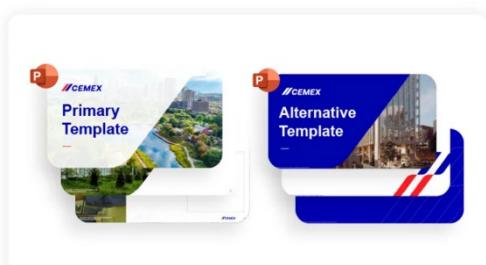
What's next?

Regularly review your inbox and apply retention tags based on the importance of the emails to daily operations and legal requirements. Note that untagged emails will be continuously deleted and cannot be recovered.

Consult the "[Quick Guides](#)" and the "[Data Retention Pathway](#)" for guidance.

For any questions, please contact the GSC.

Get the Latest PowerPoint Template



As of 31st December 2025 the copyright holder has changed on our Cemex standard PowerPoint presentation.

Please make sure all your presentations contain the latest copyright: © 2026 Cemex, S.A.B. de C.V. All rights reserved.
(Previously: © 2025 Cemex Innovation Holding Ltd., Switzerland. All rights reserved.)

You can download the new template from the Brand Center in the [Presentations Community](#) section. If you encounter any issues, please contact the GSC.

Important Notice: Using an outdated template may result in copyright infringement. **Update your files today!**
☞ [Download here](#)

Bank of England Visits Rugby



This week, we were delighted to welcome Huw Pill, Tim Willems, and Glynn Jones from the Bank of England to our Rugby Cement Plant.

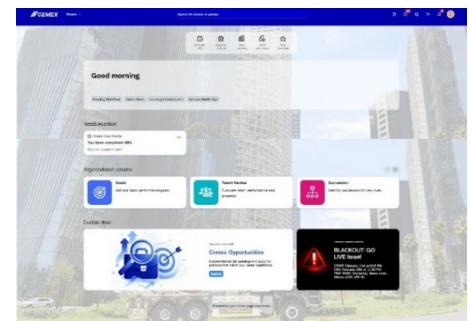
Joined by Cemex UK Senior Leaders, the delegation gained insight into our role as a significant local employer and engaged in open discussions about the challenges and opportunities facing the UK's Cement sector.

Success Factors Just Got Better!

The **Success Factors Home page** and **Employee Profile** has been enhanced to make your experience simpler, smarter and more personalised:

A renewed Home Page

- Reorganised for You: sections have been redesigned so you can easily access your favourite links, view reminders and other key activities.
- New “Explore More” Section: this area will feature relevant news about SuccessFactors functionalities to keep you connected and up to date.

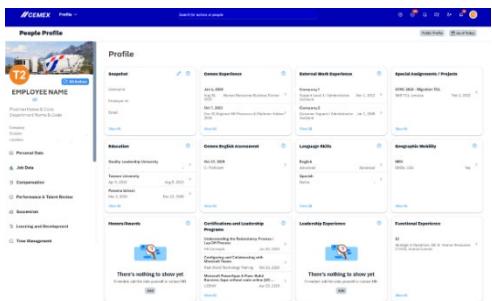


A better organised People Profile Section

Your profile is more than just a page - it's your professional identity within the company and contains key information that helps us manage our HR processes. The new People Profile Section has been transformed to deliver a modern, intuitive, and mobile-friendly experience.

Here's what you need to know:

- Less scrolling, more clarity: key sections of the profile are now located on the left-hand side.
- Faster updates: information is grouped into clear, easy-to-navigate blocks.
- Fewer clicks to update your information, saving you time.
- Mobile-friendly: Access and update your profile anytime, anywhere.



Why update your profile?

- Increases your visibility for career development and growth opportunities.
- Improves the likelihood of being considered for opportunities that align with your experience and interests.

View and Update Your People Profile by clicking [HERE](#).

Need Help?

A User Guide has been created to help you navigate the redesigned page, highlighting key changes, and providing step-by-step instructions for updating your profile. Click [HERE](#) to open guide.

From Monday 9th February, we recommend opening Success Factors and making a quick review to check your functionality is still working correctly. **If you have any issues or further questions, please email HRServicesUK@cemex.com.**

Your career journey starts with an updated profile - make sure your information is current!

Smarter, faster UK Credit Limit Process



On 9th February we launched an **automated Credit Limit Process** within our internal collection software, ICE, designed to modernise how we manage daily credit exposure across our UK business.

We've collaborated extensively with teams across the UK (Credit, Collections, Commercial, Legal) to develop an automated, transparent, customer-focused credit limit system embedded in ICE,

complete with integrated SAP data, automated notifications, audit-ready trails, and reduced operational risk.

Key Enhancements:

- Automated customer notifications (Email and SMS): Customers will receive timely alerts at key credit exposure points (pre-warning and over-limit), each with an attached statement. Relevant Commercial contacts are automatically copied to ensure full transparency.
- Onboarding and customer preference management: Customers can choose email or SMS, with the option to opt-out. All preferences are logged in ICE.
- Centralised Credit Limit module in ICE: This consolidates automated actions, manual approval workflows, payment matching via bank uploads, integrated note-keeping, clerk assignment logic, exposure tracking, and daily reporting.
- Daily automated report: An audit-ready credit limit report is distributed each weekday to all relevant teams.

Benefits for the Business:

- Improved customer experience through proactive and consistent communication.
- Fewer over-limit accounts thanks to earlier warnings and automated statements.
- Competitor alignment, meeting modern market expectations.
- Reduced workload: Expect a 40-50% reduction in this process through automation and continuous improvement as onboarding continues.
- Stronger Compliance to Audit requirements.
- Greater transparency.

How our customer-facing teams can support this new process

- Support in reinforcing the new process.
- Ensure SAP commercial hierarchy accuracy.
- Assist with onboarding as customer queries may temporarily increase.
- Customer opt-outs will be managed and logged by Collections team and all such enquiries to be directed accordingly.

Together, we can ensure this new process delivers its full benefits for our customers and our business.

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.

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



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
16-02-2006	Sales Agent	Customer Experience - Asphalt	Huyton	12/02/2026
17-02-2026	Negotiator	Procurement	Binley	19/02/2026
18-02-2026	Technical Manager (Aggregates)	Materials - Technical	Dagenham Wharf	20/02/2026
19-02-2026	Technical Manager	Materials - Technical	Oldbury Office	20/02/2026
20-02-2026	Production Coordinator	Cement Operations	Tilbury Cement Plant	23/02/2026
21-02-2026	Supervisor	Materials - Aggregates	Alrewas Quarry	24/02/2026
22-02-2026	Transport Planner (Midlands and South West)	Customer Experience - Readymix	Oldbury Office	25/02/2026
23-02-2026	Commercial Manager (London & South East)	Cement Commercial	Binley	26/02/2026

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](mailto:gb-communicationsandpublicaffairs@cemex.com)

If you can, please include a photo too, Thank you.