



# Welcome to UK NEWS

**PSA Home Testing**

1. <https://www.mysatests.org.uk>
2. Register to create an account
3. Choose Home Test Kit or book at a local public event
4. Pay for the test
5. Send your proof of payment to your manager
6. Your Manager will send to HR
7. You will be reimbursed via payroll

Available to male Cemex UK employees aged 40 and over

Wellbeing Strategy Group UK

Your bi-weekly update from around Cemex UK  
14<sup>th</sup> April 2026



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## Health & Safety

### NEW | Safety and Driving Essentials Promotion - Manual Handling / Fit & Alert

As part of our 2026 Health & Safety Improvement Plan, our EMEA Health and Safety team are introducing a bi-monthly focus on our Cemex Safety and Driving Essentials. During February and March, our focus was on two simple but critical behaviours that play a key role in keeping everyone safe: our Safety Essential – ‘Get a Grip’ and our Driving Essential – ‘Watch Your Speed’. You can find out all about this campaign [HERE](#).



#### New bi-monthly focus for April and May

As we move into Spring, many of our operations are entering a phase of increased production and activity. With higher workloads, more movement, and a faster pace of work, it becomes even more important that we remain both physically prepared and mentally alert.

For this reason, this second cycle will focus on:

- Safety Essentials: Manual Handling
- Driving Essentials: Fit & Alert

These two themes go hand in hand – our physical condition, alertness, and the way we move, lift, and handle loads every day play an important role in preventing injuries and incidents.

The aim of this campaign is simple: to reinforce everyday awareness and to provide practical reminders that small, everyday choices make a big difference to our safety and wellbeing at work. Staying fit, well-rested, and attentive, and taking a moment to think before lifting or handling materials, helps protect us from strains, sprains, and more serious injuries, especially during periods of higher operational demand.

In this campaign you will find a series of clear and simple visual messages reinforcing these themes and as before, the intention is to promote each of the Essentials through simple communication efforts, and through VFL interactions and discussions. There is no specific work for people to do other than to use opportunities in meetings, site visits etc to discuss and raise their profile.

#### To All Managers:

Please support this initiative by cascading it to your teams, ensuring these messages reach all colleagues involved in VFLs, as well as other relevant team members (Drivers, Site Personnel, Supervisors).

➡ Please share the posters at the end of this document and on the UK News website: [www.cemexuknews.co.uk/downloads](http://www.cemexuknews.co.uk/downloads), on workplace noticeboards. Graphics for TV screens and tablets can be downloaded [HERE](#).

## MP Connect Mandatory Implementation

MP Connect is a secure digital card and app system developed by the Mineral Products Qualifications Council (MPQC) and the Mineral Products Association (MPA) to verify contractor and driver competencies in the extractives and construction industry. It allows Site Managers to instantly scan a QR code to check training records, compliance, and safety inductions.



Since the launch of MP Connect, usage has steadily increased across Cemex UK sites and the wider mineral processing industry. More contractors are now using the platform to record and verify certifications, training and competencies, helping us strengthen contractor management, compliance and engagement.

It is important that we continue to build on this progress. As discussed and agreed at the Cemex UK National Health & Safety Committee Meeting, **MP Connect will become mandatory from 1st June 2026 for all contractor individuals attending and working on Cemex sites.**

**Managers** - please ensure this information is cascaded to your teams to ensure everyone is aware and supports the implementation.

We recognise that emergencies or exceptional circumstances may arise. An exemption process will be communicated shortly for contractor individuals who do not possess an MP Connect card. This will outline how such situations will be managed to ensure site safety and compliance, while accommodating urgent operational needs.

By verifying contractor qualifications, we can help ensure that only appropriately skilled individuals are permitted to work on site, reducing risk and upholding the highest standards. Real-time checks will also help streamline access control and reduce administration for Supervisors.

Thank you for your continued support in embedding MP Connect into our day-to-day operations.

## World Day for Safety & Health at Work

In recognition of the World Day for Safety & Health at Work, we invite you to join a regional Health & Safety Talk, where our EMEA Regional President, Jose Antonio Cabrera, and EMEA H&S Director Robert House, will reflect on what safety and wellbeing really mean in our daily work - on site, in offices, and in everyday decisions.



This conversation will focus on:

- Our key Health & Safety priorities and initiatives across EMEA.
- Wellbeing at work and the role we all play in keeping ourselves and others safe.
- Why safety leadership starts with everyday choices.

Let's take a moment to pause, reflect, and recommit - to ourselves and to each other. 🧡

Following this, we also invite you to our Quarterly EMEA Business Update, where our Jose Antonio Cabrera will share:

- A snapshot of our latest business performance.
- Key achievements and recognitions across EMEA.
- Our priorities and focus areas for the coming months.

This is a great opportunity to stay connected, understand the bigger picture, and hear directly about what's ahead for our region.

Don't miss it on 27<sup>th</sup> April. Click here to join by Zoom <https://cemex.zoom.us/j/86757094489>

## Regional Cyber Crime Unit Sessions – Keeping Cemex Safe Online



Recently, around 60 Cemex colleagues took part in four interactive sessions led by DC Neil Howells from the West Midlands Police Regional Organised Cyber Crime Unit. The focus? Helping everyone understand and protect against the growing threat of cyber crime.

Highlights included:

- **A live dark web demonstration** – see where stolen money goes and how cyber criminals use it.

- How individuals and organisations typically fall victim to cyber crime.
- Practical **preventative measures** to safeguard yourself and your organisation.
- The importance of strong passwords, account protection, and understanding the impact if systems are breached.

A huge thank you to everyone who made the time to attend any of the sessions – we hope you took away something useful to help keep yourself and Cemex safer online.

Feedback has been very positive, and we're exploring additional sessions. If you missed out this week but would like to join a future session, please email John Sweeting to register your interest.

## Action for Happiness – Active April

Movement can bring amazing benefits for our minds and bodies. So, this April's Action for Happiness theme is **'Active April'** and encourages you to get active in whatever way best works for you. With the longer daylight hours bringing a motivation to be outside, the new Active April calendar is full of tips to motivate us all to get moving a bit more, step away from our desks and ease us all through April.

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



Vanessa King from Action for Happiness shares her top tips for Active April – Watch it [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.

### Going the Extra Mile

We want to take a moment to recognise and celebrate the outstanding work of our Lancs & Mersey Readymix operations team.

The service provided to our customers simply wouldn't be possible without the commitment, teamwork and flexibility shown day in, day out. The effort across our Plants and Planning teams continues to ensure we deliver quality, reliability and service often under tight deadlines and challenging conditions.



Paul Cheesman, Readymix Operations Manager, shared: "A special thank you to the team for going above and beyond:

- **Gary Wellsbury**, consistently starting early at 6am to ensure critical Cement deliveries go out on time.
- **Martin Storey**, supporting operations by travelling to Oldham to dose steel fibres when needed.
- **Paul Campbell and Phil Bridge**, regularly stepping in and rotating support across other Plants.
- **Colin Beechey, Stu Minney and Dave Marsden**, flexing across base Plants and stepping onto shovels and fibre dosing roles wherever required.
- **Matt Street and Charlie Woodhouse**, delivering outstanding production outputs of 250m<sup>3</sup>+ per day at Ellesmere.
- **Paul McKimm**, ensuring excellent service for collect customers through early starts and dedication.
- **Mick Reynolds and Lenny Dobson**, consistently achieving 100m<sup>3</sup>+ production days at their respective Plants.
- **Kev Millington and Neil Barton**, supporting the local planning office during a key transition period as the new team settles in.

This level of collaboration and flexibility is what keeps our operations running smoothly and ensures our customers continue to receive the service they expect from Cemex. While much of this effort happens behind the scenes, it does not go unnoticed. Every delivery, every shift and every extra mile taken helps uphold our commitment to quality and customer service.

What defines this team is how quickly, professionally and passionately we respond when challenges arise. The focus remains firmly on doing the right thing for our customers, at the right time and in the right way."

Thank you to everyone in the team for your continued hard work and dedication.

### Cemex Cardiff and Newport: Outstanding Team Effort



As shared by Christian Vale, Senior Operations Manager for Midlands and South West, the Cardiff and Newport Plants recently successfully delivered over 1,167m<sup>3</sup> of Concrete across two days to a single customer. While the volume alone may not seem unusual, the achievement behind the scenes was a real showcase of Cemex teamwork, coordination and resilience.

The order included a last-minute requirement for 100m<sup>3</sup> of Hydecrite, with Nigel Batman's London team stepping in quickly to support with admixture solutions. At the same time, internal stock was optimised preventing material waste and avoiding the need for additional external ordering.

Operationally, the team also managed restricted sand availability due to our dredger ship being in dry dock, with our Planning colleagues ensuring supply levels remained stable. On top of this, unexpected disruption on the M4 caused significant Cement delivery challenges but Gemma and the Logistics team kept materials flowing.

Customer demand also increased mid-operation from 600m<sup>3</sup> to 730m<sup>3</sup> on day one. Liz Dixon and her team responded quickly by securing additional tippers and materials while maintaining service levels.

Across both days Naomi and the Shipping team, Alan Caird's Engineering team, Howard Reid's Maintenance team, and Stephane's Technical team all played critical roles in keeping the plants fully operational and mixes compliant to specification.

Finally, a huge thank you to Operations and Drivers across Cardiff, Newport, and the Aston fleet, including Gareth, Jay, Sharron, Loz, Dan, Russell and Andy Hoskins. Early starts, tight planning, and flawless execution made this possible.

A true all-round Cemex achievement, a huge well done to everyone involved and to all the unsung heroes behind the scenes.

## Future in Action

### Latest Earthly Matters



The March 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 on the UK News website [HERE](#) and at the end of this document.

In this edition...

- Partnership Update: Adders and the Sand Martin Code
- Actions for Nature: Breeding Bird Guidelines
- Feature: Focus on Hedgerows

We hope you enjoy this latest edition.

### Please Support Rowan's Charity Fundraising

On 17<sup>th</sup> May, Rowan Russell, Commercial Readymix for the Yorkshire area, is joining colleagues, friends and family to walk around eight miles on the Jacob's Ladder Circular route in Edale, in support of a cause that means a great deal to one of our customers, Alex from MKM.

Alex has experienced an incredibly difficult 12 months, losing his mum, his partner Beverly, and his dog, while also facing serious health challenges of his own and currently being in hospital with sepsis. Beverly had previously been supported by Headway York following a brain injury and the charity played a vital role in helping her rebuild her life.



This walk is especially meaningful as it's a route Alex and Beverly once started together but never got to complete. Rowan and friends are walking it in her memory, and to support others going through similar life-changing experiences.

Rowan is hoping to raise £500 for Headway York, a charity that provides essential support, community and hope for people affected by brain injury. If you're able to donate, no matter how small, it would be hugely appreciated. You can also read more of Alex's story here:

[https://www.justgiving.com/crowdfunding/rowan-russell-3?utm\\_medium=FA&utm\\_source=CL](https://www.justgiving.com/crowdfunding/rowan-russell-3?utm_medium=FA&utm_source=CL)

Thank you so much for your support, it really does make a difference.

## Employees

### PSA Home and Event Testing – How to Book and Claim

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.

Following the success of our onsite testing sessions, we are now enabling ALL male colleagues aged 40+ to take a PSA Test, if they couldn't attend an Cemex site testing event. Colleagues can now claim back the cost of a PSA test taken either via a home testing kit, or a test taken at public event local to you (both available from the website shared below).

Early testing for Prostate cancer is crucial because it often develops with no noticeable symptoms, meaning it can progress silently until it becomes harder to treat. Detecting it early significantly increases the chances of successful treatment and can save lives.

**We strongly urge you to watch a short video where Ian White, General & Commercial Manager NW Materials, shares his Prostate Cancer story. Ian shares why it is so important to take the test, even if you have zero symptoms.** Ian has kindly offered to chat, on a one-to one basis, with anyone who would like to hear more about next steps after receiving a high PSA result. (You can contact Ian here [iland.white@cemex.com](mailto:iland.white@cemex.com))

**📺 Watch the video [HERE](#)** (or scan the QR code on the attached poster to open in YouTube)



#### Eligibility for claiming back cost

- You must be a male Cemex employee, aged 40 or over.
- You can claim for one PSA test per year.
- Your Manager must approve your reimbursement.
- You must keep proof of purchase.

#### How to book your test

- Go to <https://www.mysatests.org.uk/>
- Select REGISTER and create an account.
- Choose one of the following options:
  - HOME TESTING – order a home test kit
  - EVENT – find a local public testing event
- Log in and follow the on-screen instructions to complete your booking.

#### How to claim the £29.99 reimbursement

- Send your booking confirmation email to your Manager.
- Your Manager completes the Flu/PSA testing form [HERE](#), and emails it to [gb-hrcentraladmin@cemex.com](mailto:gb-hrcentraladmin@cemex.com)
- Payroll will then reimburse the cost through your salary.

**FAO All Managers:** Please ensure your colleagues without Cemex email addresses are aware of this new process using the guide which you can find [HERE](#). Please also share the attached poster (found attached and in the same link) on all workplace notice boards.

## Latest Gender Pay Gap Report

The Cemex UK Gender Pay Report 2025 has recently been published and outlines the company's continued commitment to fairness, transparency and inclusion, presenting its eighth year of gender pay reporting based on a snapshot date of 5<sup>th</sup> April 2025.

The report confirms that while Cemex's workforce remains predominantly male, reflecting the wider construction materials sector, progress continues to be made, with increased female representation across all pay quartiles and a rising proportion of women receiving bonuses.



The gender pay and bonus gaps are largely influenced by workforce composition, senior role eligibility and a higher proportion of women working part-time roles. Alongside the data, the report highlights ongoing actions to support women's development, health and wellbeing, celebrates female role models across the business, and demonstrates Cemex's broader commitment to creating an inclusive culture where everyone has the opportunity to thrive.

You can read the 2025 Cemex UK Gender Pay Gap report [HERE](#)

## Join the Quarry Spin-Off this Summer



Looking to retain their title as Quarry Spin Off champions, a Cemex team, led by Jordan Hercock from Dove Holes, is once again gearing up for a 12-hour cycling showdown, taking part in a local quarries Spin Off on Thursday 30<sup>th</sup> July, raising money for the [Blythe House Hospice](#). Blythe House Hospice offers a wide range of free services to care for and support anyone in North Derbyshire who is affected by life-limiting illness.

With five new riders every hour to keep the pedals turning for 12 hours straight, the team is cycling on static bikes along with teams from local Tarmac and Breedon quarries. One cyclist from each will ride static bikes for each hour – in friendly competition – which quarry will take the victory!

The spinoff challenge will be true test of teamwork, stamina, and community spirit. If you would like to join the Cemex cyclists at Dove Holes please contact Jordan Hercock.

Alternatively you can support our fantastic Cemex team, and in turn support the hospice, either scan this QR code or go to their JustGiving page [HERE](#)

Good luck to the Cemex team!

## Keep Tagging Your Important Emails

The automated email deletion process was initiated on 2<sup>nd</sup> February 2026. According to Cemex's Global Data Retention Policy, all emails older than 180 days will be automatically deleted unless tagged for Voluntary retention (5 years) or Legal retention (10 years) to meet operational or legal requirements.

Starting on February 2<sup>nd</sup>, 2026, untagged emails will be automatically deleted.



Retention Tags should only be applied to required emails in accordance with the Policy.



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



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



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

**Important reminder:** Regularly check your inbox and apply retention tags based on how relevant each email is either to your daily operations and tasks, or to any legal requirements. Please note that emails without tags, that are older than 180 days, will be deleted daily and cannot be recovered.

Consult the [“Quick Guides”](#) and the [“Data Retention Pathway”](#) for guidance. The policy and support documents are available in all institutional languages.

For any questions, please contact the GSC.

## New Career Move: Capex Coordinator Materials Europe

Are you thinking about a new role in a regional team?

We have a new EMEA career opportunity - **Capex Coordinator Materials Europe**.

As Capex Coordinator Materials Europe, you will play a key role to align, coordinate, and control Capex requests from operations, pre-close checks, consolidation of data, commentary for leadership, managing version control and updates while Bridging departments, aligning project goals with budget constraints, prioritising based on urgency/impact.

To find out more, please contact your HR Adviser, or to apply please click [HERE](#).



## Cemex Receives MSCI ESG Rating Upgrade to AAA



In March Cemex announced that it has been upgraded to AAA from A in the MSCI ESG Ratings assessment, achieving the highest possible rating.

MSCI ESG Ratings evaluate companies on their resilience to financially relevant, industry-specific sustainability risks and opportunities. The AAA rating places Cemex among the top performers in its sector globally, with only 15 companies from the global building materials industry achieving a AAA rating.

“Sustainability remains firmly embedded across our organisation and is increasingly linked to disciplined investment, operational performance, and long-term value creation,” said Jaime Muguero, CEO of Cemex. “We are committing to moving forward on decarbonisation, focused on the levers that make sense financially and meet the demands of our customers in markets with the right regulatory framework.”

This recognition reflects Cemex’s continued progress in strengthening operational practices, enhancing transparency, and integrating sustainability into core business decisions. The company has focused on improving resilience across key areas, including climate strategy, resource efficiency, and governance. MSCI ESG Ratings are used by investors to inform portfolio construction, risk management, and engagement decisions. The assessment compares companies within each industry, providing a relative view of how effectively they manage sustainability-related risks and opportunities.

## 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](#)

### 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](http://www.lifestyle-support.co.uk)  
Username: cemex  
Password: cemex



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](http://www.lifestyle-support.co.uk) (Username: cemex Password: cemex).

### Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
50-03-2006	Operative	Materials – Rail Products	Somercotes	14/04/2026
51-03-2026	Operative	Materials – Rail Products	Somercotes	14/04/2026
52-03-2026	Assistant Quarry Manager	Materials - Aggregates	Dove Holes	14/04/2026
53-04-2026	Operative	Materials - DSM	Swindon	15/04/2026
54-04-2026	Operative	Materials – Rail Products	Rochester	21/04/2026
55-04-2026	Relief Plant Manager	Materials - Readymix	Home Counties	21/04/2026
56-04-2026	Operative	Materials - Aggregates	Alrewas Quarry	22/04/2026
57-04-2026	Health and Safety Advisor	Health and Safety	Oldbury Office	23/04/2026

#### **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.

# Active April 2026

MONDAY



TUESDAY



WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

SUNDAY

6 Do a body-scan meditation and really notice how your body feels

7 Get natural light early in the day. Dim the lights in the evening

8 Give your body a boost by laughing or making someone laugh

9 Turn your housework or chores into a fun form of exercise

10 Have a day with less screen time and more movement

11 Set yourself an exercise goal or sign up to an activity challenge

12 Move as much as possible, even if you're stuck inside

13 Make sleep a priority and go to bed in good time

14 Relax your body & mind with yoga, tai chi or meditation

15 Get active by singing today (even if you think you can't sing!)

16 Go exploring around your local area and notice new things

17 Be active outside. Plant some seeds and encourage growth

18 Try out a new exercise, activity or dance class

19 Spend less time sitting today. Get up and move more often

20 Focus on 'eating a rainbow' of multi-coloured vegetables today

21 Regularly pause to stretch and breathe during the day

22 Enjoy moving to your favourite music. Really go for it

23 Go out and do an errand for a loved one or neighbour

24 Get active in nature. Feed the birds or go wildlife-spotting

25 Have a 'no screens' night and take time to recharge yourself

26 Take an extra break in your day and walk outside for 15 minutes

27 Find a fun exercise to do while waiting for the kettle to boil

28 Meet a friend outside for a walk and a chat

29 Become an activist for a cause you really believe in

30 Make time to run, swim, dance, cycle or stretch today





Welcome to the March 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**

With some warmer weather and the days starting to become longer, Spring is unfolding across the country. On a visit to the Lowland Heathland areas managed by Cemex at Rugeley, Cannock Chase, Staffordshire I found a basking female Adder. Adders come out on warm, sunny days to heat up. Cannock Chase is an important area for this declining reptile.

Jon Randle at Cemex's East Leake Quarry let me know that he'd seen the first Sand Martins at the site for this year on 17th March. That's a timely reminder that this early summer migrant is returning to the UK to breed and so please follow the Cemex Sand Martin Code (see page 2). The code includes actions to help move this species away from nesting in sand stockpiles and to provide safe nesting areas away from operations.

When not out visiting sites, I've been helping support the planning team with work on planning applications for new quarry areas and developing management advice for non-operational areas.



Photo: Female Adder showing how well camouflaged it is against dead Bracken © Carl Cornish

## Actions for Nature

### Breeding Bird Guidelines

A reminder that as the bird breeding season has begun, all wild birds in the UK are protected by The Wildlife and Countryside Act 1981 (and as amended). It is illegal in the UK to intentionally kill, injure, or take wild birds, or to take, damage, or destroy active nests, eggs, or dependent young. Schedule 1 lists some rare species and those which are particularly vulnerable to disturbance; they are afforded a higher level of protection for their nests, eggs and young. For most species, the breeding season is the start of March to the end of August. However, some species will nest outside this period so seek advice if uncertain.

The easiest way to mitigate against negative impacts to breeding birds is to time operations to occur outside the bird breeding season. Examples of operations that can affect breeding birds are hedge cutting, tree works, ground clearance and roof work on buildings. Again, please seek advice if you any concerns.



Sand Martin nest © Ben Andrew (rspb-images.com)

## Focus on Hedgerows

Hedgerows are a common feature of the countryside, traditionally used to mark boundaries between fields. Their presence has changed over time alongside farming practices. Many hedgerows were planted during the enclosure of open fields a few centuries ago, although they were not popular at the time. In the last century, however, many were removed as fields were enlarged to suit modern machinery. Today, efforts are being made to restore and plant more hedgerows.

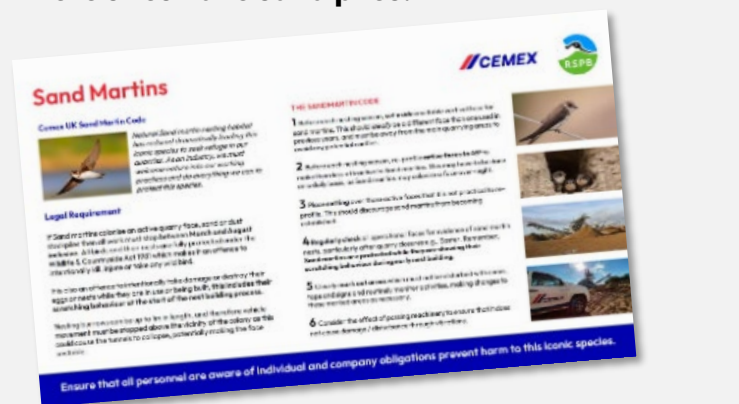
Hedgerows are extremely valuable for wildlife. They provide food, shelter and nesting sites, and act as natural corridors that allow animals to move safely between habitats such as woodlands. Larger hedges, those that are taller and wider, are especially beneficial, and hedgerows that include trees offer even more diverse habitats.

### Do You Know the Sand Martin Code?

If Sand martins colonise an active quarry face, sand or dust stockpiles then **all work must stop between March and August inclusive**. All birds and their nests are fully protected under the Wildlife & Countryside Act 1981 which makes it an offence to intentionally kill, injure or take any wild bird.

>>You can find the Sand Martin Code [HERE](#).

**Please display on all workplace notice boards where sites have sand piles.**



To protect wildlife, hedgerows should not be cut or trimmed between 1st March and 31st August, as this is the main bird breeding season. Cutting later in the year allows fruits, seeds and nuts to fully develop, providing an important food source for birds and small mammals during winter. Ideally, hedges should be cut only once every two or three years so they can grow thicker and produce more flowers, fruits and seeds.

Several bird species of conservation concern rely on hedgerows for nesting and feeding. These include kestrels (which favour hedges with trees), turtle doves, song thrushes, willow tits, linnets and yellowhammers.



Male Yellowhammer singing from a hedge © Ben Andrew (rspb-images.com). Yellowhammers prefer an A-shaped hedge for nesting: one that is thick and wide at the base and which tapers to a narrower top. The Yellowhammer's song is likened to it singing 'A little bit of bread and no cheeseeee' – an easy way to remember the song.

## 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](mailto:carl.cornish@rspb.org.uk)



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

# Safety is our TOP PRIORITY



## 5 FIT & ALERT RULES FOR DRIVERS



### 1. START ONLY WHEN YOU ARE FIT TO DRIVE

- Get enough rest before your shift
- Do not drive if you feel tired, sick, or unwell
- Be honest about your fitness to drive

If you are not fit and alert —do not start driving.



### 2. PLAN YOUR JOURNEY AND TAKE BREAKS

- Plan your route and driving time
- Take regular breaks during long journeys and use the time to stretch and move your body.
- Stop earlier if you start feeling tired

Breaks help maintain concentration and safety.



### 3. STAY HYDRATED AND TAKE CARE OF YOUR BODY

- Drink water regularly
- Eat properly during the day
- Avoid driving when extremely fatigued

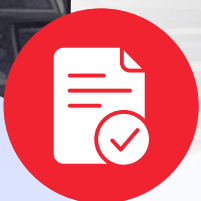
Your physical condition affects your alertness.



### 4. AVOID DISTRACTIONS WHILE DRIVING

- Do not use your phone while driving
- Stay focused on the road and surroundings
- Avoid multitasking or unnecessary distractions

Distractions increase the risk of accidents.



### 5. SPEAK UP AND REPORT FATIGUE OR RISKS

- Report fatigue, near misses, or unsafe conditions
- Ask for support if you feel tired or distracted
- Stop driving if you feel unsafe

Safety always comes before the task.

Fit & Alert drivers make safer decisions and prevent accidents.



# Safety is our **TOP PRIORITY**



## 5 RULES FOR SAFE LIFTING

**PROTECT YOUR BACK. WORK SAFELY.**

Follow these rules to reduce the risk of musculoskeletal disorders. Before starting the task, perform a short stretching or warm-up exercise to prepare your muscles and joints for lifting.

**1. PLAN THE LIFT**

- Check the weight of the load
- Make sure the path is clear
- Use mechanical aids if needed

**If the load is too heavy – ask for help.**

**2. KEEP THE LOAD CLOSE TO YOUR BODY**

- Hold the load close to your waist
- Keep it near the center of your body

**This reduces strain on your back.**

**3. BEND YOUR KNEES, NOT YOUR BACK**

- Keep your back straight
- Use the strength of your legs to lift

**Your legs are stronger than your back.**

**4. AVOID TWISTING**

- Do not twist your body while lifting
- Turn with your feet instead

**Twisting increases the risk of injury.**

**5. LIFT AND MOVE SLOWLY**

- Lift smoothly without jerking
- Keep control of the load

**Sudden movements increase the risk of injury.**

### REMEMBER

- ✓ Warm up or stretch before lifting tasks
- ✓ Use mechanical aids whenever possible
- ✓ Ask for help with heavy or bulky loads
- ✓ Keep good posture during the whole task
- ✓ Stop if you feel pain or discomfort





# PSA Home Testing



1. <https://www.mypsatests.org.uk>
2. Register to create an account
3. Choose Home Test Kit or book at a local public event
4. Pay for the test
5. Send your proof of payment to your manager
6. Your Manager will send to HR
7. You will be reimbursed via payroll



**SCAN TO  
REQUEST A  
TEST**



**If in doubt about taking  
a test - please watch  
Ian's story**



**Available to  
male Cemex UK  
employees aged  
40 and over**