



Welcome to UK NEWS



Your bi-weekly update from around Cemex UK
30th April 2026

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Health & Safety

Latest Safety Alerts – UK Vehicle Incidents



The latest three Safety Alerts relate to vehicle incidents in the UK. Two are 'video' Alerts that contain footage of high potential incidents involving members of the public. The Alerts contain valuable learning points that can be applied across all sectors, including Cemex and customer site safety, community engagement, driver behaviour, vehicle safety features, contractor management and the need to always follow the Driving Essentials.

These Alerts can be used during discussions, especially next week when many teams will be engaging with Drivers as part of efforts to recognise the World Day for Safety and Health at Work.

You can find the three Safety Alerts using the links below:

- [UK SA03.2026_HiPo Dumper Rollover](#)
- [VSA - HiPo_Cyclist entered operational site.mp4](#)
- [VSA - HiPo_DSM Building sites.mp4](#)

Please ensure Safety Alerts 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>

One Cemex, One Goal

This week, colleagues across Cemex UK came together to mark World Day for Safety and Health at Work, taking part in a wide range of discussions, site visits, training sessions and practical activities designed to strengthen our safety culture and reinforce our shared commitment to ensuring everyone goes home safely every day.

From Rail operations and Distribution teams to our Plants, Commercial teams and Head Office colleagues, the week demonstrated that safety is everyone's responsibility no matter where we work.

Here's a summary of just some of the many fantastic activities that took place across the UK this week.



Strengthening safety across our Rail network

Our Supply Chain team hosted a hugely successful Cemex Rail Health and Safety Forum, bringing together rail contractors and partners to discuss the safety challenges we all share.

The day focused on The Cemex Safety Reset, Take 5 principles, improving Health and Safety across Cemex sites and strengthening safety across the wider industry and in our communities. The event featured valuable contributions from Cemex presenters alongside guest speakers from DB Cargo and Learn Live, with excellent engagement from representatives across our Rail contractor community including Victa, GBRF, Bowker Group, DCR, MLP and Port Rail. The open and positive discussions highlighted the power of collaboration in making our operations safer for everyone.



Cement teams discuss Mental Health



At Rugby Cement Plant the teams also marked the week with a strong focus on mental health and colleagues welcomed external partners including a men's mental health support group, "Back and Forth", alongside sessions from "Our Jay" on defibrillator awareness, Myton Hospice, our chosen charity of the year, and Nuffield Health, who delivered "Know Your Numbers" health checks. The event created a fantastic opportunity to open up important conversations around wellbeing while also offering practical support, including gym day passes and healthy snacks. A raffle, generously supported by our contractor partners, raised nearly £800 across both day and night shifts, a brilliant effort that reflects the team's commitment not only to safety, but to looking after each other both physically and mentally.

Reinforcing safe behaviours in our Technical teams

Our Technical teams also used the week as an opportunity to reconnect on safe working practices in higher-risk environments. At Dove Holes time was spent with Laboratory Technicians discussing the realities of working in quarry stockyards and rail load areas, where interaction with road wagons, loading shovels and dumpers is part of daily activity. Conversations focused on the critical importance of following traffic routes, parking in designated safe areas, making clear eye contact with operators and drivers, and using visual signals such as thumbs up, flashing beacons and flags at all times. While robust systems are already in place and being followed, the discussion reinforced the value of taking time to refresh awareness of hazards, correct behaviours and the consistent use of the right equipment to stay safe.



Valuable conversations at Durham



At Durham, colleagues spent the day engaging in meaningful Visible Felt Leadership (VFL) conversations with Drivers and Site teams. Discussions focused on current Health and Safety challenges, opportunities for improvement and sharing ideas across teams. The feedback was overwhelmingly positive, with open, honest and constructive conversations helping teams learn from one another.

As well as observing driving style and general behaviours, we were able to discuss various topics including challenges with protecting other road users, vehicle safety features, rollovers, importance of housekeeping in trucks and Take 5.

Reinforcing safety across Readymix operations

Our Readymix teams were also actively involved throughout the week. At Weeford and Alrewas Plants, teams discussed hazard reporting, site safety, new safety initiatives, good practices, recent safety alerts and physical and mental wellbeing. Teams also completed site walks together to identify risks and hazards, reinforcing the importance of remaining proactive and vigilant.



Meanwhile, during the Readymix & Concrete Products Management Meeting in Binley, teams held important discussions around mixer rollovers following recent incidents in both the UK and Israel, ensuring lessons continue to be shared across the business.

everyone returns home safely to their families. Their message was simple but powerful: One Cemex. One Goal. Zero for life. The Yorkshire VFL Day also brought together operational teams and members of our IHC community to share best practice and discuss how each role contributes to keeping colleagues, customers and communities safe. This was great opportunity to spend time with our Drivers and Plant team, talk openly



about safety, reinforce key messages around slips, trips and falls, Take 5, and vehicle safety, and most importantly listen to feedback from those doing the job every day. Strong engagement, good discussions, and a clear reminder that safety leadership is about being visible and involved.



Robert House, EMEA Director for H&S, spent time with Dhillion, an experienced, skilled and committed Readymix Truck Driver based in Leeds. Robert was able to join him on a trip to a local customer site where he delivered concrete safely!

Keeping vulnerable road users safe in London



Our London teams spent time with members of our IHC community during a special VFL In Cab experience. This provided an important opportunity to understand the challenges Drivers face on busy city roads, particularly when navigating around vulnerable road users. The experience highlighted just how critical vehicle safety technology is, alongside the expertise and professionalism of our Drivers who navigate these routes every day. Teams also discussed latest safety initiatives, recent safety alerts and safe entrance and exit points.

Hands-on safety improvements in our fitting teams

At our Midlands, Southwest and Oldbury Fitting teams, colleagues took part in practical safety sessions that encouraged fresh thinking and continuous improvement. After reviewing health and safety training materials together, team members were challenged to head out onto site individually and identify 10 ways to improve Health and Safety. The exercise sparked excellent conversations and practical ideas, with many improvements identified that can now be implemented. One team member asked an important question:

"Does this mean we aren't doing a good job if we can still find things?"

The answer perfectly captured the spirit of continuous improvement:

"Without progress and innovation, we'd all still be driving Model T Fords."

It was a powerful reminder that strong safety performance is built on constantly looking for ways to improve.



Engaging teams on site in Aggregates operations

Our Aggregates teams also took the opportunity to step away from routine activities and focus on safety. The Midlands Aggregates Operations team incorporated a session into their monthly meeting at Alrewas quarry, spending time on site engaging directly with colleagues to discuss the Take 5 principles. This provided a valuable opportunity to reflect on everyday risks, share experiences and reinforce the importance of taking a moment to think before every task, ensuring safety remains at the forefront of everything we do. At Dove Holes the team spent time refreshing the quarry entrance.



Safety beyond operational sites at Head Office

At our Binley Head Office, colleagues took part in dedicated toolbox talks focused on everyday workplace safety. Using real near-miss hazard alerts, teams discussed kitchen appliance safety, slips, trips and falls, road safety on site and shared workspace wellbeing. The sessions reinforced an important message — safety is not limited to operational environments. Every workplace and every task presents opportunities to keep ourselves and others safe.



Customer site safety in action



Safety conversations extended beyond our own sites too. During a visit to a customer construction site, teams observed excellent safety awareness as site personnel guided trucks safely to tipping areas. The visit also provided a valuable opportunity to reinforce safe working practices with our drivers and ensure safety remains front of mind wherever we operate.

Rail Products embracing safety conversations

Rail Products teams at Rochester and Somercotes embraced the day with engaging conversations, reinforcing our safety essentials and the use of NMHAs.



A shared commitment to safety

This week demonstrated what makes Cemex special, colleagues across every part of the business taking time to listen, learn, challenge and improve together. Whether through formal forums, site walks, toolbox talks or conversations on the road, every discussion reinforced the same commitment: Safety is not just a priority for one day, it's something we must live every single day.

Thank you to everyone who took part and helped make World Day for Safety and Health at Work such a success. Together, we continue working towards our goal of Zero for Life.

MP Connect Mandatory Implementation



MP Connect is a secure digital card and app system developed by the Mineral Products Qualifications Council to verify contractor and driver competencies across the extractives and construction industry. Site Managers can instantly scan a QR code to check training records, compliance and safety inductions, helping ensure only appropriately qualified individuals are permitted to work on site. Since its launch, usage has continued to grow across Cemex UK and the wider industry, improving contractor management, compliance and engagement while reducing manual checks.

To build on this progress, MP Connect will become mandatory from **1st June 2026** for all contractor individuals attending and working on Cemex sites, as agreed at the Cemex UK National Health & Safety Committee Meeting. Managers are asked to share this information with their teams to support a smooth rollout. An exemption process for emergency or exceptional circumstances has been developed for contractors without an MP Connect card, ensuring urgent operational needs can still be managed safely while maintaining compliance.

To help teams prepare for the mandatory rollout, a recent training session by Mary-Ann Macinnes, Regional Health and Safety Manager, provided further clarity on how the system will work in practice and what sites need to do next. You can find a recording and summary of the training below:

Watch the recording [HERE](#)

Key Highlights from the MP Connect Training Session: Purpose To help teams prepare for the mandatory rollout, recent training sessions provided further clarity on how the system will work in practice and what sites need to do next.

Mandatory rollout from June

From **1st June 2026**, MP Connect will become mandatory for all hands-on contractors across UK Operations, supporting a consistent approach to competency checks across Cemex and the wider extractives industry.




Real-time verification of competencies

MP Connect helps verify contractor skills, qualifications and certifications in real time, reducing reliance on manual document checks and helping prevent the use of fraudulent documentation. The system uses a clear status indicator: This enables site teams to make quick and informed decisions before work begins.

- **Green** – contractor meets requirements
- **Amber** – warning or additional checks may be required
- **Red** – contractor does not meet requirements

Important point! MPQC verifies training validity but not job specific competence. Please ensure you have verified that the individual possesses all the necessary qualifications for the job they are on site to perform.

A green status does not indicate competence; it simply confirms that their documents have been reviewed.

	All certificates verified by MPQC
	Some documents are due to expire or awaiting verification
	Missing or out-of-date documentation

New visitor/light system for exceptional cases

- A new visitor process has been introduced for situations where contractors or specialists arrive on site without an MP Connect card.
- This ensures critical work can still proceed when necessary, while maintaining a clear audit trail. The process will be closely monitored to ensure it is only used in genuine exceptional circumstances.

Exempt contractor groups

- Certain contractor groups such as utility engineers, BT Group engineers and National Grid plc personnel, will remain exempt and will continue using the visitor system.
- These exemptions will continue to be reviewed to ensure they remain appropriate.

Improved tools for Managers and Supervisors

- Managers and Supervisors can access contractor information in advance, helping them check compliance before contractors arrive on site.
- The Checkpoint app can also be used for spot checks. Any issues with card readers should be raised with IT teams to ensure systems are correctly whitelisted.

Stronger audit trail and compliance

- The system records reasons why contractors may be permitted on site if minimum requirements are not met.
- This creates a clear audit trail that supports regulatory compliance, improves transparency, and helps identify opportunities for continuous improvement.

What happens next?

- Further communication will be shared to clarify requirements and exemptions.
- In the meantime, sites are encouraged to:
 - Ensure contractors are registered on MP Connect.
 - Confirm contractors have the correct cards and access.
 - Prepare teams for the June deadline.
 - Look out for quick guides and FAQs that will be distributed soon.

By taking these steps now, we can ensure a smooth transition and continue strengthening safety, compliance and contractor management across our sites.

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

Twelve Months on the Road Without a Fatality



A message from Jaime Muguero, Cemex CEO

I want to recognise and thank all our leaders and their teams who have continued to achieve ZERO injuries. You are setting the standard for others to follow and reaping the reward of keeping everyone safe.

Building on this progress, I'm pleased to announce another new record for Cemex. Following the good news at the end of last year, when we set new records with the lowest ever number of fatalities and employee LTIs and

TRIs, for the first time in our history we have now reached 12 consecutive months without an on-the-road fatality that was recordable because of an incident caused by an employee or contractor driver.

This is really great news, and I send my congratulations to all our Supply Chain teams on this achievement. It is important to recognise and celebrate successes like this one because of the direct link to our hugely important Zero4Life commitment. It also demonstrates that we are saving lives. I encourage you to highlight this new record with all your teams, especially your Drivers, to thank them for their personal contributions and to help reinforce what is possible, as we have now clearly proven across all geographies. In doing so, please also pass on my sincere appreciation to them for being part of this new level of safety.

Of course, I do understand the day-to-day challenges on the road and how, if a Driver somewhere lets attention or alertness slip for a moment, a devastating incident can suddenly occur. The fragility of the new record we have set is therefore clear to us all. For that very reason, we are reminded why we must continue our relentless efforts with defensive driving training, fatigue management, pre-start vehicle checks, journey planning, contractor driver management, and more.

In fact, I have been informed recently about a fatal road incident in one of our countries that is now under investigation to identify the causes. Events like this underscore the vital importance of all our efforts and why we cannot relax them for a moment.

We make a lot of deliveries on the road every day. Together, let's continue to do that safely and continue to save lives.

New, Safer Vehicle Added to the IHC Fleet



Recently we've taken delivery of a brand-new Renault truck 8x4 chassis fitted with a 9m³ Schwing Stetter mixer for IHC PBB Haulage Ltd.

This latest addition to the fleet brings together performance, efficiency and enhanced safety features, helping us continue to deliver reliable service while prioritising the wellbeing of our drivers and other road users.

A key highlight of the new vehicle is its advanced safety technology, which includes an anti-roll away handbrake system and side detection with automatic braking designed to protect vulnerable road users. The side detection system is currently being trialled across the IHC fleet this year and is capable of automatically applying the brakes if a cyclist is detected while the vehicle is turning left, an important step forward in improving safety in busy urban environments.

The mixer itself is both robust and lightweight, helping to maximise payload efficiency while maintaining durability for day-to-day operations. It is also fitted with all-round working lights to improve visibility during low-light conditions, supporting safer loading and deliveries at all times of day.

We're looking forward to seeing Paul put this fantastic new vehicle to work in Leeds city centre and wish him many safe miles ahead.

Transforming Infrastructure with Innovation: M27 Tunnel Fill

Cemex UK is proud to be playing a key role, supplying Porofoam 1000 to one of the South Coast's most innovative infrastructure projects, supporting the M27 Junction 10 improvement scheme in partnership with VolkerFitzpatrick, National Highways and Hampshire County Council.

Engineering innovation at scale: At the heart of this project is a remarkable feat of modern engineering: a 60 metre long, 8,500 tonne concrete tunnel was constructed off-line and then moved into position beneath the M27 using a highly coordinated "box slide" technique. This approach significantly reduced disruption to one of the region's busiest motorways, with the structure carefully slid into place in a matter of hours during a planned closure. Following installation, attention turned to a redundant underpass dating back to the 1980s. With limited historical data available on the structure, there were understandable concerns about load-bearing capacity. Traditional infill methods such as stone or mass concrete would have introduced excessive weight, posing a real risk to the integrity of the structure—and ultimately the motorway above.



The Cemex Solution: Porofoam 1000

Working closely with our VAP and Technical teams, Cemex UK supplied Porofoam 1000, a lightweight, high-performance solution ideally suited to this complex challenge.

Porofoam offered several critical advantages:

- Low density, significantly reducing load on the existing structure.
- Excellent flowability, ensuring complete void fill even in difficult-to-access areas.
- Controlled placement, enabling safe and efficient installation.

This made it the optimal solution for stabilising the underpass without compromising structural integrity.

Delivering results

Supply has been managed through our Portsmouth Readymix plant, with nearly 1,000m³ delivered in March alone, a significant operational achievement. Beyond the technical success, the project has also delivered strong commercial results, enabling the Plant to return a standalone EBIT-positive position.

VAP in action

This project is a clear demonstration of how Value Added Products (VAPs) are central to Cemex's strategy. By combining technical expertise with innovative materials, we are not only solving complex customer challenges but also driving sustainable profitability across our business.

Collaboration driving success

This success would not have been possible without close collaboration between our Operational teams, Technical Specialists, and key stakeholders across the project, including Joanna Devlin, Area Sales Executive for the South Coast, and Herman Claassen, Technical Product Development Manager. It stands as a powerful example of what can be achieved when innovation, expertise and partnership come together.

Latest Earthly Matters



The April 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 it at the end of this document or on the UK News website [HERE](#)

In this edition...

- Partnership Update: Assessing wintering birds at South Ferriby.
- Actions for Nature: Celebrating the dawn chorus.
- Feature: Focus on Reedbeds.
- Showcasing wildlife at Hereford Readymix.

We hope you enjoy this latest edition.

Latest Environmental Briefing - Waste Segregation - Improvements



The latest Environmental Briefing is about waste segregation. We have identified a growing number of waste management issues across the business, and this briefing is intended to provide clarity and support.

You can find the Briefing documents plus posters for displaying in your offices and sites at the end of this document and on the UK News download page: www.cemexuknews.co.uk/downloads

We recognise that waste management can be complex. However, following the introduction of the Simpler Recycling legislation last year, it is even more important that all sites correctly segregate their waste streams in line with legal requirements.

Key points:

- Our sites are legally required to have **at least three separate non-hazardous waste streams collected**:
 - General waste
 - Recycling
 - Food waste
- These bins **must be used correctly** and must be provided by our national waste contractor, **Biffa**. If bins are missing or collections have been missed, please contact Biffa directly:
 - csteam7@biffa.co.uk
 - To escalate an issue - Paul Murtagh (Account Manager): paul.murtagh@biffa.co.uk
- In addition to external Biffa bins, sites must also provide **a minimum of three separate internal bins** in canteens and offices to support compliance. These can be supplied by Biffa at an additional cost.
- Please **avoid the use of mixed-waste skips wherever possible** as they are significantly more expensive than using segregated waste bins correctly and they prevent us from demonstrating compliance.
 - **Metal skips** may continue to be used more regularly where appropriate.

Glass waste should be avoided wherever possible but if unavoidable contact Biffa to request a separate glass bin and collection. Please note, hazardous waste is not included in this briefing.

NEW! 2026 EMEA Photography Competition

We have launched our fourth Wildlife Photography Competition, open to all EMEA employees.

Nature knows no borders - life thrives everywhere, even in the most unexpected places, including Cemex Plants.

Take a moment to notice the plants and animals present in your workplace. Every organism plays a role in its ecosystem, contributing to the richness of our natural environment. At Cemex, we value this diversity and continue to strengthen our environmental management and biodiversity standards, supported by educational initiatives at our sites.



We encourage you to photograph this diverse world and join the Nature Photography Competition, which will take place for the fourth time in 2026.

Please send your photos with descriptions via email to sean.cassidy@cemex.com. Please include your contact details in the email body.

An independent panel will judge the entries, and the best photographs will be awarded prizes. We also look forward to showcasing them on our communication channels, promoting the diverse natural world at our facilities. For more details, you can also reach out to your local Sustainability team. All photos submitted are likely to be used in our internal and external communications channels.

The winners will receive our Cemex Nature book

Competition is open from today until 18th September 2026.

Profitability

Powering the Next 27 Years at Dove Holes Quarry



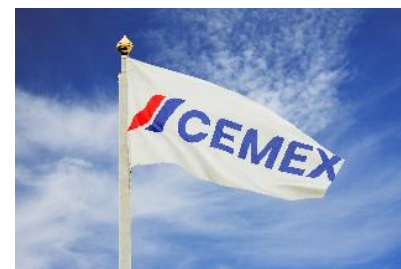
After 27 years of continuous operation and having been involved in the processing of over 50 million tonnes of material, two fine screens at Dove Holes Quarry have successfully been replaced during a 10-day Easter shutdown.

The new designed units have been marginally updated, yet otherwise identical, and were manufactured locally by Don Valley Engineering. This continuity in design reflects the robustness of the original equipment, while subtle improvements help future-proof the Plant and improve material quality. Throughout manufacture, the Dove Holes quarry team quality-controlled every stage of the process, with the aim of delivering another 27 years of reliable, uninterrupted service.

The photos capture the scale of the work, showing one of the new screens being installed in the wash plant building, while, at the same time, the primary crusher rotor was being changed during the same shutdown. Completing two major pieces of work in parallel demanded detailed planning, close coordination, and disciplined risk management to ensure zero accidents and return to operation slightly ahead of schedule.

Cemex Delivers Record Q1 EBITDA

Cemex reported a **record first-quarter EBITDA of US\$794 million**, up 34% year on year, reflecting the continued success of its transformation plan. Strong operational performance, disciplined pricing and cost efficiencies helped expand EBITDA margins to 19.8%, while Free Cash Flow from Operations improved by nearly **US\$300 million**. *Project Cutting Edge* played a key role, contributing around **45% of EBITDA growth**, alongside progress in portfolio optimisation and shareholder returns.



Read the full press release [HERE](#).

Employees

New Wellbeing Campaign: Mental Health and Neurodiversity

For our second quarter, the UK Wellbeing Strategy Group has launched our new Wellbeing Campaign focused on two important themes: Mental Health and Neurodiversity. Throughout May and June we'll be sharing practical resources, advice and helpful guidance designed to support our colleagues in understanding these topics and creating a more inclusive workplace for everyone.

Read on to find out:

- More about Neurodiversity.
- What simple but affective changes we can make in our workplaces.
- What sensory overload can feel like for some Neurodivergent people.
- How to change the background colour of your powerpoint slides (reduce the stark white).
- What further online support is available.





What is Neurodiversity?

Neurodiversity is an umbrella term that describes the variety of ways people think, learn, feel, and process information. It refers to the natural variation in human brain function and behaviour and encompasses a range of neurological differences, including autism, ADHD, Dyslexia and Dyscalculia, Dyspraxia, Dysgraphia and Tourette's Syndrome and more. According to NHS England, an estimated one in seven people are neurodivergent, although with an increase in awareness and late diagnosis this is likely to be higher.

Embracing Neurodiversity in the workplace

Creating a neurodiversity-friendly workplace involves making small adjustments to accommodate different needs. By fostering an inclusive environment, we can help all employees thrive and contribute their best work. A key area we'll be exploring is sensory stress in the workplace, something that can impact many people, particularly those who are neurodivergent. Busy offices and sites, constant notifications, background noise, bright lighting and fast-paced environments can all contribute to sensory overload, affecting concentration, wellbeing and productivity. By raising awareness of these challenges, we can help create spaces and ways of working that better support individual needs.

 We strongly recommend you watch this powerful short video, demonstrating what sensory overload can feel like and how often our sensory experiences intertwine in everyday life.

 Click [HERE](#) to watch this two minute video.

What Neurodiversity can look like in the workplace

Neurodivergent colleagues may:

- Struggle with organisation, memory, focus or emotional regulation.
- Find noise, lighting, interruptions or constant change overwhelming.
- Need clear instructions or more time to process information.
- Experience anxiety, stress or burnout when environments don't suit how their brain works.

How to support our neurodiverse colleagues

In our workplaces, both in our office environments and on our operational sites, we can make small, reasonable adjustments to support our neurodiverse colleagues.

- Avoid assuming everyone works best the same way. Ask “What helps you do your best work?”
- Avoid treating anxiety, overload or shutdown as poor behaviour.
- Avoid Making sudden changes without explanation.
- Reduce sensory stress: Noise, lighting, interruptions, seating – (see more practical ways to reduce sensory stress below).
- Focus on strengths: Build roles and tasks around what people do well.
- Normalise adjustments: These are about performance, safety and wellbeing, not special treatment.

Practical ways to reduce Sensory Stress at work

What can cause stress in an office environment and what reasonable actions we can do to support this

- Open-plan offices >> Allow noise-cancelling headphones where possible.
- Background conversations >> Encourage colleagues to use meeting rooms and pods for their phone and teams calls.
- Harsh or flickering lighting >> Adjust screen brightness, contrast or colour settings. Check to see if meeting room lighting can be turned off or dimmed.
- Bright screens or white backgrounds >> Amend PowerPoint slide settings to reduce bright backgrounds – see guide below.
- Sitting still for long periods >> Take short movement or stretch breaks. Normalise stepping away to regulate.

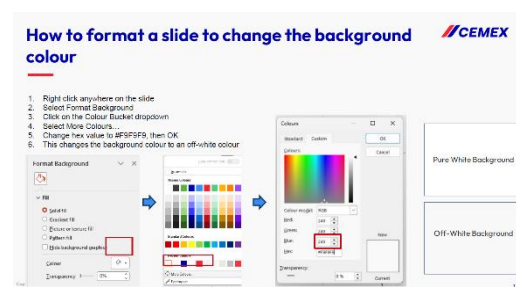
In operational environment reasonable actions may include:

- Use plain language in safety briefings.
- Allow extra processing time during training – some colleagues may need more time to absorb new systems, machinery processes, or compliance requirements.
- Reinforce verbal instructions with visual aids or written follow-ups.
- Avoiding overloading people with too much information at once.

Adjusting brightness of PowerPoint slide backgrounds

Did you know that adjusting the brightness of PowerPoint slide backgrounds can help for a few practical reasons:

- Supports neuroinclusive design: Bright or overly stimulating slides can contribute to fatigue in long presentations. Softer backgrounds can make training sessions, workshops, and meetings easier to engage with.
- Improves text readability: If a background image is too bright, text can get lost. Dimming or softening the background increases contrast so key messages stand out.
- Reduces visual overwhelm: Very bright colours, busy images, or harsh contrast can be distracting or uncomfortable for some people, including colleagues with Autism spectrum disorder, Migraine sensitivities, or visual processing difficulties.



Adjusting PowerPoint backgrounds from bright white to a softer colour like light grey or pastel is a highly effective way to improve readability for neurodiverse audiences, particularly those with dyslexia, by reducing visual stress and glare. We have put together a simple guide with simple steps to adjusting the background colour of a PowerPoint slide, from bright white to light grey.

🔗 Click [HERE](#) to download the guide.

Further online information and support for Neurodiversity

Below, you can find links to many online resources for those looking for further support on Neurodiversity topics. You can find QR codes to all of these support organisations on the poster on UK News download page [HERE](#), and at the end of this document.

There are numerous resources and organisations in the UK dedicated to this cause:

- [Neurodiversity UK](#): A social enterprise dedicated to uniting the neurodiverse community across the UK. It provides ADHD coaching, neurodiversity training, and a directory of support groups and events.
- [Epilepsy Society](#): The UK's only charity dedicated to transforming the lives of people with epilepsy through research, advocacy, and care. They offer a range of services including a helpline, support groups, and educational resources.
- [The Brain Charity](#): Offers emotional support, practical help, and social activities to anyone with a neurological condition and their families. They include counselling, welfare benefits advice, adult learning courses, and support groups.
- [The Donaldson Trust](#): The National Body for Neurodiversity, providing tailored support for neurodivergent individuals. They offer educational and vocational programs, wellbeing services, and neurodiversity training.
- [Daisy Chain](#): Supports autistic and neurodivergent children, adults, and their families in the North East and beyond. They provide social groups, wellbeing services, vocational training, and family support.
- [National Autistic Society](#): The National Autistic Society supports autistic people and their families through advocacy, guidance, and services, aiming to create a more inclusive society.
- [The ADHD Foundation](#): The ADHD Foundation supports individuals with ADHD and other neurodiverse conditions through education, training, and advocacy, promoting a strength-based approach to neurodiversity.
- [British Dyslexia Association](#): The British Dyslexia Association supports dyslexic individuals through advocacy, resources, and training, aiming to create a dyslexia-friendly society and promote neurodiversity.

Cemex Publishes its 2025 Integrated Report

Cemex has published its 2025 Integrated Report, highlighting strong progress in operational performance, sustainability, and long-term value creation for shareholders. During the year, the company further strengthened its operating model, sharpening its focus on disciplined execution and performance at asset level.

Key achievements include US\$1.4 billion in free cash flow from operations, continued cost savings through *Project Cutting Edge*, and progress with portfolio rebalancing. Cemex also enhanced its performance management framework, reinforcing focus on EBIT, free cash flow, return on invested capital, and value creation relative to the cost of capital.

Sustainability and stakeholder outcomes also stood out. European operations reached the Cement Europe Association's 2030 CO₂ emissions target five years early, Cemex achieved an MSCI ESG rating upgrade to AAA, and 97% of operations recorded zero lost time injuries. The company was also recognised as one of the World's Most Ethical Companies® by Ethisphere.

🔗 To read more, visit the Cemex 2025 Integrated Report:
<http://www.cemex.com/en/integrated-report-2025>



Celebrating Allan Needham's Retirement After 26 Years of Service



After 26 years of dedicated service at Raynes quarry, we're saying farewell to Allan Needham as he begins his well-earned retirement.

Allan has been a valued member of the Raynes team throughout his career, working as a Loading Shovel Operative and playing an important role in keeping operations running smoothly day in, day out. His hard work, reliability and commitment have made a lasting impact on the site and the colleagues he has worked alongside over the years.

For the past 20 years, Allan has also been a key part of the Ship Loading team, helping to send hundreds of thousands of tonnes of limestone to destinations far and wide, including Dagenham, the Isle of Wight, Shoreham and even Sweden. His contribution has played a significant part in ensuring materials reached customers safely and efficiently across the UK and beyond.

To mark his retirement and thank him for his many years of service, Allan was presented with a Tissot watch, a particularly fitting gift, as many of his colleagues know he has a passion for collecting quality watches.

While Allan will certainly be missed by everyone at Raynes quarry, retirement brings exciting opportunities to spend more time doing what he loves most. He's looking forward to dedicating more time to his favourite hobby, clay pigeon shooting.

Thank you, Allan, for your hard work, dedication and the many years you've given to the business. We wish you a long, happy and fulfilling retirement. Enjoy every minute – you've earned it!

In the photo is Daniel Wynn (Quarry Manager) presenting Allan Needham with his retirement gift.

Support the #LetsGetBritainBuildingNOW Campaign

The housebuilding sector is facing a critical moment, with a severe housing shortage, rising costs, increasing regulation and a continued decline in SME housebuilders.

The Builders Merchants Federation is asking for our support in backing the #LetsGetBritainBuildingNOW campaign. Please take a few minutes to find out more and **sign the petition below** which calls for urgent Government action to support the industry.



Click here to read more and sign: https://www.change.org/p/let-s-get-britain-building-now?source_location=psf_petitions

Your support and sharing this with your network will help strengthen our collective voice and push for meaningful change.

Protecting Our Personal Data



As you may be aware, under the UK's data protection legislation, organisations have a duty to ensure that there are robust processes in place in terms of how they collect, store, and process "personal data" and there are serious consequences if they fail to do so.

So, what is 'Personal Data'? This is any information that relates to an identified living individual, in written or image form and includes: Name, Address, Birthday, Marital status, Telephone number, E-mail address, Physical characteristics (e.g., height, weight, hair colour).

'Special Category/Sensitive Personal Data' includes the following information about identified living individuals and this has greater legal protection: Race, Ethnic background, Political opinions, Religious beliefs, Trade union membership, Genetic data, Biometrics (where used for identification), Health, Sex life or orientation, Or any combination of the above that you can use to identify someone.

In the UK protection of Personal Data is regulated by the Information Commissioner's Office (ICO) and the relevant legislation is the Data Protection Act 2018 and UK GDPR.

The consequences of breaching the rules can result in companies being liable to fines of **up to £17.5 million or 4% of global annual turnover (whichever is the greater)** for the most serious offences. There will of course also be a great deal of negative publicity associated with a breach of the rules.

At Cemex we have developed a set of detailed processes to ensure we remain compliant. We also hold ISO 27001 certification for Information Security Management.

Some key things to remember:

1. The legislation only covers "Personal Data" and does not include data relating to, for example, limited companies.
2. Please ensure that if you receive a request from an individual (whether this is an employee, contractor or member of the public) enquiring about personal data held about that person by Cemex, that this is immediately sent to dataprotectionuk@cemex.com. There are strict timescales under the legislation for complying with such requests.
3. If we are contacted by customers or suppliers about Cemex's Data Protection compliance programme and information on measures in place to protect personal data, then please forward these to dataprotectionuk@cemex.com.
4. Some customers and suppliers may insist that we enter into special agreements concerning our management of their personal data and please ensure that these are sent to the Legal Department for review. We have our own preferred agreements which should be used in such cases.
5. Contact the Legal Department when negotiating contracts which involve the processing of Personal Data.
6. Tell us about any new technology that is being developed in the UK, and which involves the processing of Personal Data as we will need to carry out a Data Privacy Impact Assessment ahead of implementation. A Data Privacy Impact Assessment is also required when installing new or altering existing CCTV systems so please also contact us before doing this.
7. Do not store Personal Data on the hard drive of your Cemex computer and instead ensure this is kept securely on the Cemex network.
8. In the event that your Cemex mobile phone or laptop is stolen then please report this to Simon Whitfield (Process and IT Manager) and John Sweeting (UK Security Manager) and advise dataprotectionuk@cemex.com so that we can make an analysis in relation to the loss of any personal data contained on the device.
9. Ensure that any Personal Data retained on Cemex systems is accurate, relevant, and not excessive.

All information must be held in accordance with the Cemex Information Retention Policy.

Vish Puri is the Cemex UK Data Protection Officer and if you have any questions, please do contact him or the Legal Team.

Relevant contacts:

- Vish Puri (Legal Director and UK Data Protection Officer), vishal.puri@cemex.com
- Alice Powell (Paralegal), alice.powell@cemex.com

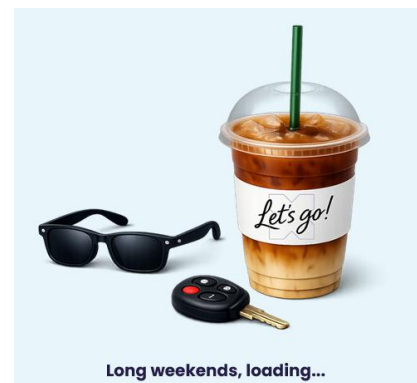
Long Weekend, Big Discounts

A few extra days off, a bit more sunshine, and plans that are well worth getting out for. Whether you're heading out for an hour or the whole day, our Cemex Pluxee lifestyle portal can help keep it budget friendly.

Day Out With The Kids

Say yes to spontaneous days out all year round. Get access to 1,000+ offers and up to £400 in savings to top attractions per year with a DOWTK pass. Just £14.99 for the year? Oh, go on then.

<https://cmx.employeebenefitsplatform.com/categories/days-out-category/products>



Merlin Entertainments

You know the places. Big rides, splash zones, sea life and LEGO dreams. Basically, core memories in attraction form. Find your thrill and pay less.

<https://cmx.employeebenefitsplatform.com/view-product/evoucher/Merlin-Gift-Card-EVoucher>

Uber & Uber Eats

Every great day out has a behind-the-scenes hero. Getting there, getting home, and rescuing dinner plans when everyone's too tired to cook.

<https://cmx.employeebenefitsplatform.com/view-product/evoucher/Uber-Eats-EVoucher>

And more....[HERE](#)

Do You Need Support?

Did you know that Cemex offers all employees a free, confidential employee assistance programme called Lifestyle Support?

You can find a guide all about How Care first can support you in the UK News website: [here](#)

Lifestyle Support is easy to access, available 24/7 and can provide help and support with a wide range of issues or concerns such as family matters, debt, relationships, bereavement, depression and anxiety.

It is run by a separate provider and not part of Cemex; we don't receive any employee specific information from them.

Contact the Employee Assistance Line (Lifestyle Support) for confidential advice and support – call 0808 168 2143 or visit www.lifestyle-support.co.uk (Username: Cemex Password: cemex).

Do you need support? Care first

Cemex offers all employees a free, confidential employee assistance programme (EAP) called Lifestyle Support, operated by Care first.

Lifestyle Support is easy to access, available 24/7 and can provide help and support with a wide range of issues or concerns such as family matters, debt, relationships, bereavement, depression and anxiety. It is run by a separate provider and not part of Cemex - we don't receive any employee specific information from them.



Call 0808 168 2143

Visit www.lifestyle-support.co.uk

Username: cemex

Password: cemex



Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
58-04-2006	Production Team Leader	Cement Operations	Rugby Cement Plant	30/04/2026
59-04-2026	Production Coordinator	Cement Operations	Rugby Cement Plant	30/04/2026
60-04-2026	Shift Manager	Cement Operations	Rugby Cement Plant	30/04/2026

61-04-2026	Commercial Manager	Admixtures	Binley Office	01/05/2026
62-04-2026	Class 1 Driver (Tanker) Nights	Supply Chain - Cement	Rugby Cement Plant	05/05/2026
63-04-2026	UK HR Planning and Development Lead and EMEA Coordinator	Human Resources	Binley Office	06/05/2026
64-04-2026	Weighbridge Operative	Materials - Aggregates	Dove Holes	06/05/2026
65-04-2026	Asphalt Plant Manager	Materials - Asphalt	Sheffield	08/05/2026
66-04-2026	Assistant Asphalt Plant Manager	Materials - Asphalt	Lincoln	08/05/2026

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.

INCIDENT DETAILS

A contractor was operating a Volvo A40 articulated dumper, moving material from the excavation area to the processing facility. While turning a corner on the haul road, the vehicle began to skid on the wet surface caused by dust suppression. The driver applied the brakes, which caused the vehicle to slide further. When the vehicle reached a dry section of the road, it overturned. The operator refused to undertake a post-incident drugs and alcohol test and was subsequently removed from the site.

REVIEW POINTS FOR ALL SITES

- Review of site speed signage.
- Ensure all operators drive to the conditions and adhere to site speed limits.
- Ensure drug and alcohol testing is in line with company procedures including testing of new starters and contractors, with cause and post incident testing.
- TAKE 5 to risk assess changes to driving conditions

KEY FINDINGS

- | | |
|---|---|
| ✓ | The vehicle was being operated on a flat clay road that had been recently watered for dust suppression. |
| ✓ | All pre-use checks had been carried out and no faults recorded. |
| ✓ | Seatbelt was being worn. |
| ✗ | Excessive speed was a contributing factor to the rollover. |
| ✗ | The driver refused to complete a post incident D&A test |



Watch Your Speed



Welcome to the April 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

Away from my office work, the conservation volunteers have been continuing their management work at Cemex's Kensworth Nature Reserve. This winter they have cleared Blackthorn and Dogwood scrub from the calcareous grassland, removed old tree guards, and planted Horseshoe Vetch plug plants, and Cowslip and Horseshoe Vetch seeds.

Practical habitat work has now paused to leave wildlife undisturbed. My surveys will start next to monitor the plants and butterflies, hopefully showing a positive response to the habitat management work.

I've completed an assessment of wintering birds using the disused landfill at South Ferriby and made a visit in early April to see which birds are starting to use the site during the breeding season. Migrant birds included three Wheatears (see photo below) stopping off on passage before reaching their moorland breeding sites, Sand Martins feeding over the site, and a Little Ringed Plover was displaying over suitable nesting habitat. Skylarks were singing overhead and a pair of Mallards had already bred - a female with a brood of eight ducklings seen.



Actions for Nature

The spring awakening of wildlife features one of the wonderful experiences of the natural world - the dawn chorus of bird song. Each year this is celebrated on International Dawn Chorus Day, which is Sunday 3 May this year.

For further information scan the QR Code on your phone to go to the RSPB website. There may be guided walks near where you live, which are good way to experience the dawn chorus.



There's a new programme about birdwatching on Channel 5 called Sam and Ade Go Birding <https://www.channel5.com/show/sam-ade-go-birding>. It features Sam West, an actor and theatre director, who is a RSPB ambassador, and comedian Ade Edmonson. We've watched the first episode and really recommend it.

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

Focus on Reedbeds

Reedbed is a special type of grassland dominated by a species of grass called Common Reed, which forms stands in shallow water. It occurs around lakes and along rivers. Historically it was a more widespread habitat but many reedbeds have been lost through land use changes and lack of management – over time reedbeds will dry out through a buildup of dead plants in the water and eventually become woodland.

Reedbeds sound a sleepy sort of habitat but are alive with wildlife come spring and summer: a chorus of singing Cetti's, Grasshopper, Reed and Sedge Warblers and Reed Buntings; dragonflies hunting for insect prey; amphibians and fishes swimming amongst the submerged reed stems; a Harvest Mouse making its nest amongst reed stems. One of the famous inhabitants of reedbeds is the Bittern. It is a member of the heron family with a plumage of browns, buffs and black making it very well-camouflage against reeds. Whilst it can be very hard to see it's easy to hear. The male has a booming call that can travel miles. Bitterns became rare breeding birds in the UK because of habitat loss and the creation of new reedbeds through quarry restoration helped bring Bitterns back from the brink. It's one of the conservation success stories of this century.



Photo: A Bittern

© Andy Hay
(rspb-
images.com)

Encouraging pollinators at Hereford Readymix

For the past three years Adrian Radnor, Plant Manager at Hereford Readymix, has been sowing meadow flowers across the site to help encourage bees and local wildlife. His efforts have created a thriving habitat right on the plant's doorstep, and he's captured thousands of incredible photos of the wildlife that now visits the area. Adrian has shared some of his favourite images from previous years to showcase what's possible and inspire other site managers to create their own wildlife-friendly spaces.

A huge thanks to Adrian for sending us these amazing photos.



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

Support for Neurodiversity



The ADHD Foundation

Supports individuals with ADHD and other neurodiverse conditions through education, training, and advocacy, promoting a strength-based approach to neurodiversity.



The Brain Charity

Emotional support, practical help, and social activities to anyone with a neurological condition and their families. Includes counselling, welfare benefits advice, adult learning courses, and support groups.



The Donaldson Trust

The National Body for Neurodiversity, providing tailored support for neurodivergent individuals. They offers educational and vocational programs, wellbeing services, and neurodiversity training.



Neurodiversity UK

Social enterprise dedicated to uniting the neurodiverse community across the UK. It provides ADHD coaching, neurodiversity training, and a directory of support groups and events.



Daisy Chain

Supports autistic and neurodivergent children, adults, and their families in the North East and beyond. They provide social groups, wellbeing services, vocational training, and family support.



Epilepsy Society

The UK's only charity dedicated to transforming the lives of people with epilepsy through research, advocacy, and care. They offer a range of services including a helpline, support groups, and educational resources.



National Autistic Society

The National Autistic Society supports autistic people and their families through advocacy, guidance, and services, aiming to create a more inclusive society.



British Dyslexia Association

The British Dyslexia Association supports dyslexic individuals through advocacy, resources, and training, aiming to create a dyslexia-friendly society and promote neurodiversity.



Cemex Employee Assistance Line (Lifestyle Support) for confidential advice and support.

Call 0808 168 2143
Visit www.lifestyle-support.co.uk
(Username: cemex Password: cemex)

ENVIRONMENTAL BRIEFING

Waste segregation – improvements needed

Waste segregation is a legal requirement and not optional. ALL sites **MUST** comply with the requirement to segregate wastes under legislation introduced more than a year ago. Internal and external environmental audits have identified widespread issues with segregation on sites and, in many cases, inadequate segregation facilities – particularly in mess rooms. Performance must improve, as the Environment Agency and Natural Resources Wales may take action for non-compliance. Proper segregation will also avoid costs associated with failed collections.

ALL sites MUST have facilities, including internal separate bins, to segregate:-

Waste Type	Internal bin liner	✓ YES	X NO
Food – food only including tea bags with no contamination e.g.no packaging, cutlery or plates	Clear or bio-degradable bin bag	<ul style="list-style-type: none"> • Food • Tea bags • Plate scrapings • Peelings • Coffee grounds 	<ul style="list-style-type: none"> • Used paper towels • Empty food containers and packaging • Cutlery/plates • Oils • Glass • Hazardous waste
Recycling – paper, card, plastics, metals – all MUST be clean, dry and uncontaminated	Clear bin bag	<ul style="list-style-type: none"> • Clean paper & card • Empty food & drink cans • Newspapers & magazines • Empty cartons eg fruit juice cartons • Clean plastic pots, tubs and trays • Empty plastic bottles • Clean aluminium foil and food trays 	<ul style="list-style-type: none"> • Shredded paper • Paper or cardboard contaminated with food/oil/grease/paint • Tissues/paper towels/kitchen roll • Laminated paper cups • Hazardous waste • Glass
General - residual (non-recyclable) waste	Clear or black bin bag	<ul style="list-style-type: none"> • Flexible and soft plastic packaging • Contaminated materials • Soiled products 	<ul style="list-style-type: none"> • Clean paper, card, tins, cans or plastic containers • Food or teabags • Glass • Electrical or battery operated devices and products • Hazardous waste
Glass – if generated on site	<i>If glass waste is generated it must be segregated and NOT disposed in general, mixed recycling or food waste bins. Glass waste should be avoided or separate provisions requested</i>		

Key Points

- Internal recycling stations **MUST** be established – with at least 3 segregated and labelled bins. These can be ordered from Biffa.
- Segregation of Food, Recycling and General Waste is the **minimum legal requirement**.
- External segregated & labelled bins **MUST** also be available. Please request from Biffa if not already available.
- Glass waste should be avoided. Where it is produced an additional bin will be required from Biffa to segregate from all other wastes.
- Routine use of General Waste skips **MUST** be avoided. These cost more than using properly segregated bins.
- Metal should be segregated in a metal waste skip so that a rebate can be obtained for the scrap value.
- Biffa portal can be used to change bin collection frequencies as necessary.



What does Compliance look like? Biffa Compliance Solution

General Waste	Mixed Recycling	Food Waste
<p>General waste container, what goes in?</p> <p>✓ Yes</p> <p>Flexible and soft plastic packaging Contaminated materials Soiled products</p> <p>✗ No</p> <ul style="list-style-type: none"> Clean paper, card, tins, cans or plastic containers Food Glass Electrical or battery-operated devices and products <p>Remember If it can be recycled, put into the correct container ensuring it is clean and dry. Anything that cannot be recycled needs to go into the general waste.</p>	<p>Recycling container, what goes in?</p> <p>✓ Yes</p> <p>Clean paper and card Empty food and drink cans Newspapers and magazines Empty cartons e.g. fruit juices</p> <p>Clean plastic pots, tubs and trays Empty plastic bottles Clean aluminium foil and food trays Empty aerosol cans</p> <p>✗ No</p> <ul style="list-style-type: none"> Shredded paper Paper or cardboard contaminated with food/oil/grease/paint Tissues/paper towels/kitchen roll Till receipts Laminated paper cups <p>Remember No hazardous waste. Make sure all material is clean, dry and uncontaminated. If the recycling waste is wet or contaminated with oils, foods etc, it cannot be recycled.</p>	<p>Food waste container, what goes in?</p> <p>✓ Yes</p> <p>Food Tea bags</p> <p>Plate scrapings Peelings Coffee grounds</p> <p>✗ No</p> <ul style="list-style-type: none"> Used paper towels Empty food containers and packaging Large bones Oils <p>Remember Make sure all food waste is free from contamination such as plates and cutlery. If the waste contains any material that is not food it cannot be recycled.</p>
Internal bins		
<p>Please use black bags to transfer to the outside bin</p>	<p>Please use clear bags to transfer to the outside bin</p>	<p>Please use clear or biodegradable bags to transfer to the outside bin</p>
External bins		
<p>General Waste</p> <ul style="list-style-type: none"> Any waste that is not recyclable or that is contaminated 	<p>Mixed Recycling</p> <ul style="list-style-type: none"> Plastic Metal Paper and Card 	<p>Food</p> <ul style="list-style-type: none"> Plate scrapings Tea bags Coffee grinds Peelings and off-cuts Unusable food waste