



Welcome to UK NEWS



Your bi-weekly update from around Cemex UK
14th May 2026



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Health & Safety

Latest Safety Alerts – Driving & 3 Points of Contact on Steps



The latest two Safety Alerts relate to incidents from our Israel operations. Although both relate to truck drivers, the learning points can be widely applied, such as maintaining 3 points of contact on steps and stairs in sites and offices and always driving cautiously and according to the road

conditions, whether driving a haulage vehicle or a car.

Please use these to continue raising awareness of always following our Safety and Driving Essentials.

📌 You can find these two Safety Alerts at the end of this document, and on the UK News download page: www.cemexuknews.co.uk 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>

Celebrating ZERO LTIs

Last week we celebrated two significant ZERO LTI milestones. Congratulations to UK Midlands Materials celebrating four years LTI free and to whole UK Readymix business also celebrating four years LTI free.

Thank you to everyone for looking after yourselves and each other and making Health & Safety your number one priority.

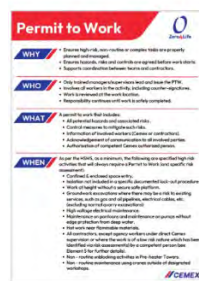


LTI and TRI milestones demonstrate that ZERO is possible, especially in challenging environments and working processes. With the right level of focus and attention to Health & Safety, our Zero4Life objective can be met and sustained.

New Health & Safety Resources Available

The UK Health & Safety team has produced two new, easy-to-use posters to support Task Planning & Management suite of materials to be used for training.

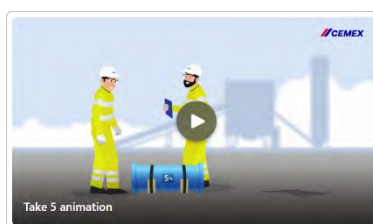
Please use these documents to continue raising the profile and importance of these two topics in your country.



✦ Please display these posters in relevant areas, use them during task planning and discussions, and share them with contractors where appropriate. They are practical reminders of the controls that help keep us all safe.

- The **Risk Assessment** poster reinforces why effective risk assessment matters, explains hazards vs risks, and highlights tools like Take 5 to help everyone pause, think and stay safe before starting work. Download it here: [Risk Assessment Poster](#)
- The **Permit to Work** poster sets out when a permit is required, who is responsible, and why it is essential for managing high-risk, non-routine activities safely and consistently. Download it here: [Permit To Work Poster](#)
- **Take 5**
The Health & Safety team have produced a new Take 5 Flyer to support the current relaunch of the initiative across the business. You can find this [HERE](#)

Additionally, the EMEA Health & Safety team has produced a short one-minute video about Take 5. The video is about risk perception, identifying non-obvious hazards and looking after each other. We hope you will find it useful, particularly when rolling out the Take 5 refresher training.



🎥 Watch the animation video here: [Take 5 animation.mp4](#)

Emergency Services 'In Action' Training at South Ferriby

The quarry at our South Ferriby site recently hosted a large scale multi-discipline emergency response training exercise, bringing together emergency services and response teams in a realistic quarry rescue scenario. These included Humberside Fire & Rescue, The East Midlands and Yorkshire Ambulance services, HM Coastguards and Humberside Police.

Following careful planning and co-ordination, the exercise saw emergency services deployed from the main South Ferriby site before responding to a simulated major incident located over a mile away at the quarry itself. The scenario was carried out safely and successfully, providing valuable training opportunities for everyone involved.

The day focused on strengthening emergency response procedures and identifying opportunities for improvement across all services. Key objectives included:

- Conducting a full “gap analysis” of a potential major incident – from the initial alert through to the rescue process in both water and quarry environments.
- Reviewing and sharing operational information and best practices between the different emergency services.
- Raising awareness of the dangers associated with entering quarries and waterways, particularly as the summer months approach and outdoor activity increases.

The training exercise highlighted the importance of collaboration, communication, and preparedness when responding to complex rescue situations in challenging environments.

The event was considered a great success, with refreshments for more than 100 attendees generously provided by volunteers from the services' teams.



Future in Action: Where focus meets impact

A clearer framework to embed sustainability into our path forward, with focus, execution and accountability.

Ricardo Naya, Executive Vicepresident Sustainability and Operations Development, shares how we're turning sustainability into operational impact.

“When our CEO shared ‘Our Path Forward’, the message was clear: safety at the core, best-in-class operational performance, working as One Cemex, and sustainable profitable growth. That direction also includes a practical commitment to decarbonisation when it is profitable and supported by the right regulatory environment.



I see the same discipline in the work teams are driving every day. Progress shows up in tangible outcomes: improving performance, stronger resilience, and more sustainable solutions for customers as markets evolve.

This is why we are introducing an updated Future in Action framework. It strengthens how we execute by sharpening our focus, reinforcing accountability, and linking sustainability more directly to operational and financial decision-making.

At its core, Future in Action is organised around two strategic pillars, **Smart Decarbonisation** and **Responsible Nature**, supported by three enablers that help us execute with consistency across the company. Existing initiatives remain in place within this structure.”

Nature Positive – What we are doing

The Nature Positive Initiative was created by NGOs and academics in response to the Global Framework Agreement agreed at UNCBD COP 15. Now, Nature Positive is the global goal Cemex is working towards halting and reversing biodiversity loss by 2030 and restoring it by 2050. The state of nature in 2020 is our benchmark, helping us track progress over time.

Every day at Cemex, we support this goal by:

- Mapping habitats to understand the species and ecosystems in and around our quarries.
- Recultivating mines, with restoration plans in place for each operating site.
- Protecting biodiversity through Biodiversity Management Plans at priority locations.
- Measuring progress using the WBCSD method to assess habitat condition and year-on-year improvement.



This long-term commitment is already visible in places such as the El Carmen Nature Reserve (over 130,000 hectares of protected land) and sites across Europe, including Lipówka quarry in Poland. Cemex has been actively protecting biodiversity for more than 25 years.

✦ A new Nature Positive poster explains our shared global goal at Cemex: to halt and reverse biodiversity loss by 2030 and restore nature by 2050. The poster highlights the practical actions we take every day, from mapping habitats and restoring quarries, to protecting biodiversity and measuring our progress using internationally recognised methods.

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

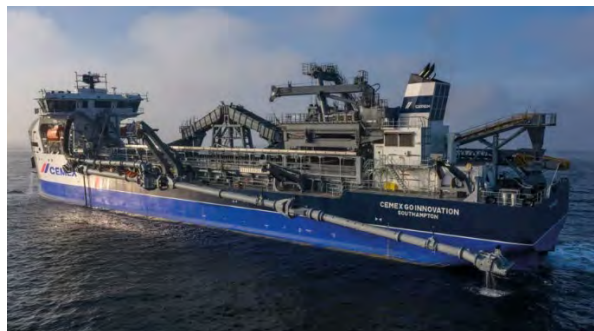
Please take a moment to read, display and use this poster in your workplace. It's a simple reminder of how our day-to-day activities contribute to protecting nature and supporting biodiversity, both locally and globally.

Profitability

Marine Aggregates: A Strategic Asset for the UK's Future Construction Needs

A new feature article published by [Agg-Net](#) highlights the growing importance of marine aggregates in supporting the UK's construction industry with insights from Kurt Cowdery, General Manager, Marine & Rail Products.

The article explores how Cemex's Marine Aggregates business has evolved into a highly efficient, innovative and sustainable operation, supplying millions of tonnes of materials each year to key markets across the UK and Europe. It also showcases the role of advanced vessels such as our dredger ship, *Cemex Go Innovation*, which combines automation, fuel-efficiency technology and digital monitoring to help improve performance and support our wider sustainability ambitions.



The feature also highlights how Marine Aggregates help reduce road haulage, support coastal and urban construction projects, and play an increasingly strategic role as pressure on land-based quarrying continues to grow.

It's a great read that showcases the scale, capability and expertise of our Marine operations and the important role they play in supporting the UK construction industry.

[Click here to read the full article on Agg-Net](#)

Employees

Embracing Neurodiversity with Sensory Support Boxes

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.

Our current UK Wellbeing Strategy group wellbeing campaign is focussed on Neurodiversity and Mental Health. Our latest initiative is the introduction of Meeting Room Sensory Support Boxes.

When sensory stress builds up it can make it harder for neurodiverse colleagues to concentrate, process information, regulate emotions, or participate confidently. Some people may fidget, doodle, tap objects, or move slightly to help self-regulate and maintain focus.

These "fidget boxes" are a small practical solution for reducing sensory stress during meetings, aimed at supporting our neurodiverse colleagues (although we believe they can support everyone!). The boxes contain small tactile toys designed to help colleagues stay focused, comfortable and engaged during meetings.



Following a successful pilot at our Head Office, 18 of our UK sites will shortly receive their Sensory Support boxes which will be positioned openly on meeting room tables. The pilot has already received really positive feedback from colleagues, with many appreciating the opportunity to use sensory tools discreetly during longer meetings or busy working days.

Each box is very low cost to assemble and easy to introduce into meeting spaces, and to support respectful shared use every box also includes simple guidance notes.

If you would like to order a Sensory box for your site, please send us an email to wellbeing@cemex.com

Leeds Wellbeing Initiative



At our busy Leeds Readymix Plant, Operations Manager, Andy Ralph, has been putting the finishing touches to a fantastic new wellbeing notice board for displaying important wellbeing campaign posters and signposts relevant to everyone.

Looking after ourselves both physically and mentally plays a huge part in making sure we all go home safe at the end of the day, and come back to work with a healthy mindset.

This board is about creating awareness, starting conversations, and giving the local team easy access to support and useful information when they need it.

NEW! Organisational Changes – UK



Following the Engagement Survey at the end of 2025, we thank you for your open and helpful feedback. Many of you told us that you would value greater visibility of organisational changes at UK level.

In response, we're introducing a new initiative to share organisational updates at Manager level within the UK, alongside the Regional and Global organisational change announcements that are already shared periodically.

This is the first month of launching this update, and we hope it helps provide greater clarity and transparency. Where there are relevant changes to share, we plan to provide this on a monthly or bi-monthly basis.

May 2026

Materials Aggregates:

Mark Gould, Quarry Manager Dove Holes, has been appointed as Works Manager Aggregates Dove Holes and Buxton Concrete Products, reporting directly to Stephen Leigh, Aggregates Operations Manager Dove Holes and North.

Michael Craven, Supervisor Dove Holes, has been appointed as Quarry Manager Dove Holes, reporting directly to Mark Gould, Works Manger Aggregates Dove Holes and Buxton Concrete Products.

Materials Rail Products:

Christopher Clarke, Technical Systems Manager, has been appointed Technical Manager Rail, reporting directly to Kurt Cowdery, General Manager Marine and Rail Products.

Health and Safety:

Peter Luxmore, Health and Safety Manager, has decided to leave the company after 39 years of a successful career with Cemex. We want to thank Peter for his contribution and commitment to Cemex and wish him every success in his new endeavours.

Sonny Netto, Health and Safety Advisor, has been appointed Health and Safety Manager, reporting directly to Robert House, Director Health and Safety EMEA & UK.

These changes are all now effective, unless otherwise indicated. We congratulate these Managers and wish them success with their new responsibilities.

Partnering with OurJay Foundation to Install Community Defibrillator at Rugby Cement Plant

We're delighted to share some great news from our Rugby Cement Plant and to shine a light on a partnership that means a great deal to everyone involved.

Working together with the local OurJay Foundation, we have installed a new publicly accessible defibrillator at the front of our Rugby Cement Plant. The device is available not only to colleagues on site, but also to members of the local community in the event of an emergency, a small but potentially life-saving addition to the neighbourhood.



The OurJay Foundation was set up in memory of Jamie Rees, a Rugby local who tragically lost his life in January 2022 at just 18 years old, after suffering a cardiac arrest. His mother, Naomi Rees-Issitt, founded the charity to turn that loss into lasting change, campaigning for wider CPR awareness and funding the installation of defibrillators across Warwickshire and beyond.

The defibrillator at Rugby Cement Plant is one of many the Foundation has helped place in the community, and we're proud that our site is now part of that network.

The partnership goes beyond the installation itself. Colleagues at our UK Head Office in Coventry threw themselves into fundraising, raising over £1,300 through a range of activities. That money has gone directly towards additional lifesaving equipment in the local area, including a defibrillator that will be installed at Rugby High School.

On top of that, the OurJay Foundation delivered CPR and defibrillator awareness training to Cemex colleagues, giving people practical skills they can use in a real emergency, both at work and at home.

Phil Baynes Clarke, Director of UK Cement Operations & Technology, said: "The safety and wellbeing of our colleagues and our local community is our number one priority at Cemex. We are proud to support the OurJay Foundation and to see a defibrillator now installed at our Rugby Cement Plant. This equipment provides vital reassurance and could make a life-saving difference in an emergency."

Naomi Rees-Issitt, Founder of the OurJay Foundation, added: "Every defibrillator installed has the potential to save lives. We are so grateful to Cemex for their commitment and support in helping us increase access to this vital equipment. The installation at Rugby Cement Plant is another important step in building a safer community in Jamie's memory."

This partnership is a fantastic example of what we can achieve when we look beyond the site gates. A big thank you to everyone at Rugby and Coventry who contributed, whether through fundraising or training, for something that really matters.

European Consultative Committee 2025



In September 2025 we held our annual European Consultative Committee meeting (ECC) in Madrid, where our EMEA President, José Antonio Cabrera, and other senior business leaders provided regional updates and answered questions from employee representatives for each of the Cemex European countries.

Our UK Communication Forum representatives decided which UK members would attend the ECC on behalf of the UK. We have recently received the notes from the 2025 ECC meeting and

although it took place last year, we do recommend you take a moment to read these.

You can find the notes on the HR Sharepoint here: [📁 ECC Notes](#)

Jaime Muguiro: First Year as CEO

Our CEO, Jaime Muguiro, reflects on his vision from a year ago, the progress achieved, and how strategic decisions, execution, and conviction drove a year of transformation at Cemex.

In this interview, Jaime Muguiro revisits his first messages to employees a year ago and reflects on the actions, decisions, and results that followed, sharing how strategic decisions, focused execution, and personal conviction have shaped a year of transformation.



📺 You can watch the video [HERE](#)

Congratulations on 40 Years of Service Paul



Last week Ian White, North West Materials General & Commercial Manager, caught up with Paul Willerton at Poynton Readymix Plant, to congratulate Paul on 40 years service with the business.

In 1986 Paul started as a Technician in the Manchester area..... this is where Ian first met him. Paul then moved into the Operations department and has worked at a number of Plants throughout his career.

Thank you for your commitment and dedication over the years Paul and enjoy your award!

Engage Promotion



Viva Engage (previously known as Yammer) is Cemex's internal social platform and it's fantastic to see so many of you now sharing your stories.

It's a place where colleagues can connect, share updates, ask questions, and learn from each other, wherever they're based and whatever their role.

Think of it as a digital space that brings people together across our EMEA region, beyond day today emails and meetings, helping us stay informed, connected and involved.

What Viva Engage Is For

Viva Engage is designed to:

- Share news, updates and success stories.
- Ask questions and get quick answers from colleagues.
- Connect with people across teams, countries, sites and functions.
- Take part in conversations that matter to our organisation.
- Build a stronger sense of community and belonging.

It complements email and Teams by creating a more open, conversational space where knowledge and ideas can be shared more widely.

Important - We recommend joining the Cemex EMEA Community and using this as your primary community to share your news, projects, achievements, (with photos).

Why Use Viva Engage?

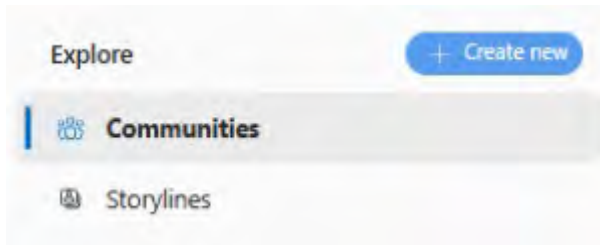
1. Stay informed: Important updates, announcements and campaigns are shared on Viva Engage, making it easier to keep up with what's happening across the organisation – not just within your own team.
2. Have a voice: Viva Engage gives everyone a platform. You can share ideas, ask questions, comment on posts and take part in discussions. It's a way to be heard and to contribute, regardless of role or location.
3. Learn from others: From practical tips and best practice to lessons learned and useful resources, Viva Engage helps knowledge travel faster. If you've got a question, chances are someone else has already faced the same challenge.
4. Feel more connected: Seeing what colleagues are working on, celebrating achievements and sharing experiences helps build understanding and connection – especially in large or dispersed teams.
5. Celebrate people and successes: Viva Engage is a great place to recognise great work, say thank you, and highlight achievements that might otherwise go unnoticed.

How to Get the Most Out of It

- Follow topics, individuals and communities that interest you.
- Like or comment on posts to join the conversation.
- Ask questions – no question is too small.
- Share updates, insights or successes from your team.
- Check in regularly, even for a few minutes.

Getting started

1. On a PC, click this link to open your Viva Engage Feed: <https://engage.cloud.microsoft/main/feed>. On a mobile/tablet, open your app store and search for Viva Engage, download the app and log in using your Cemex Microsoft log in details.
2. Explore communities and Storylines (top of left-hand column) or create your own and follow individuals.



- 3.
4. We recommend joining the Cemex EMEA Community and using this as your primary community to share your news, projects, achievements, (with photos).



- 5.
6. You can tag your colleagues (using the @name in your text or Add people button), add links, insert files, images and videos and insert emoticons.
7. Start to engage with posts by commenting, liking and sharing.
8. Follow individuals and get notified when they create a new post.
9. In case of any doubts, you can always contact the UK Communications department at [gb-communicationsandpublicaffairs@cemex.com](mailto:communicationsandpublicaffairs@cemex.com)

A Shared Space for Everyone

Viva Engage works best when people use it. The more we share, ask, respond, and engage, the more valuable it becomes for everyone.

Whether you're looking to stay informed, connect with colleagues, or contribute ideas, Viva Engage is there to help us work better together.

Do You Need Support?

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

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

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

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

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

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
67-05-2006	Plant Manager	Materials - Readymix	Cardiff	19/05/2026
68-05-2026	Operative	Materials - Aggregates	Northfleet Wharf	19/05/2026
69-05-2026	Foreman	Materials - Building Products	Northfleet	27/05/2026
70-05-2026	Operative	Materials - Aggregates	Halkyn	27/05/2026
71-05-2026	Operative	Materials - Asphalt	Halkyn	27/05/2026

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 contracted readymix driver arrived at a customer site. While exiting the truck cabin, during the final step to the ground, he stepped onto a loose stone, lost his balance, and fell. As a result of the fall, the driver sustained a fracture to his hand.

REVIEW POINTS FOR ALL SITES

- Reinforce strict use of **three points of contact** when entering and exiting vehicles.
- Emphasize **checking footing before the final step** to the ground (“last step awareness”).
- Take 5 for drivers - especially at unfamiliar sites.

KEY FINDINGS

✓	Contracted driver received all required H&S training including induction and 3 points of contact.
✗	The driver did not maintain three points of contact, releasing his grip before both feet were securely on the ground, leading to loss of stability.
✗	Uneven ground conditions at the exit point of the vehicle (presence of loose stone) – poor housekeeping on the customer site.
✗	Inadequate inspection of footing area before stepping down from the cabin.



Incident\Hazards alert



Get a grip



Look after yourself and each other

INCIDENT DETAILS

On the way to a nearby customer site, a contracted readymix truck entered a roundabout. While navigating the turn, the truck lost stability and rolled over onto its side. Fortunately, the driver sustained only minor bruises.

REVIEW POINTS FOR ALL SITES

- Ensure all drivers are clearly instructed and monitored to reduce speed when approaching and navigating roundabouts and turns.
- Verify and enforce that drum rotation speeds are kept within safe limits during travel (not more than 3 RPM).
- Clarify that when the customer site is close, high drum rotation (mixing speed) should be carried out at the plant or upon arrival at the customer site – not during travel on the road.

KEY FINDINGS

- | | |
|---|--|
| ✓ | Contracted driver is a young new driver, passed initiation with an experienced driver and received all required H&S training including induction and roll over prevention. |
| ✗ | Speed: According to GPS data, the contracted driver entered the roundabout at approximately 22 km/h. |
| ✗ | Drum rotation: According to the driver, a high drum rotation speed was used due to the short distance to the customer site, to keep the concrete ready. This may have contributed to vehicle instability during the turn. |



Meaningful May 2026

MONDAY



TUESDAY



WEDNESDAY



THURSDAY



FRIDAY

SATURDAY

SUNDAY

4 Send your friend a photo from a time you enjoyed together

5 Let someone know how much they mean to you and why

6 Look for people doing good and reasons to be cheerful

7 Make a list of what matters most to you and why

1 Do something kind for someone you really care about

2 Focus on what you can do rather than what you can't do

3 Take a step towards an important goal, however small

11 Look around for things that bring you a sense of awe and wonder

12 Listen to a favourite piece of music and remember what it means to you

13 Find out about the values or traditions of another culture

14 Get outside and notice the beauty in nature

15 Do something to contribute to your local community

16 Show your gratitude to people who are helping to make things better

17 Find a way to make what you do today meaningful

18 Send a handwritten note to someone you care about

19 Reflect on what makes you feel valued and purposeful

20 Share photos of 3 things you find meaningful or memorable

21 Look up at the sky. Remember we are all part of something bigger

22 Find a way to help a project or charity you care about

23 Recall three things you've done that you are proud of

24 Make choices that have a positive impact for others today

25 Ask someone else what matters most to them and why

26 Remember an event in your life that was really meaningful

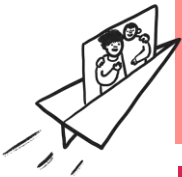
27 Focus on how your actions make a difference for others

28 Do something special and revisit it in your memory tonight

29 Today do something to care for the natural world

30 Share a quote you find inspiring to give others a boost

31 Find three reasons to be hopeful about the future



ACTION FOR HAPPINESS

Happier · Kinder · Together

Risk Assessments

Keeping everyone safe



Hazard Identification and Risk Assessment is a key part of our Health and Safety Management System (HSMS). It helps us identify potential hazards, how likely and serious the risks are, and how to control them.

Element 2 of our Cemex HSMS contains full details (click here: [HSMS](#)). Please familiarise yourself with it, but contact your local H&S specialist for further advice and guidance if required.

WHAT IS A RISK ASSESSMENT?



- A simple but vital process to identify what could cause harm and decide how to control it.
- Prevents injuries, protects health, and ensures we all go home safe.

HAZARD VS. RISK



Hazard

Something with potential to cause harm (e.g., moving machinery, wet floors).

Risk

The likelihood and severity of harm occurring.

Examples:

Hazard – Wet floor.

Risk – Someone slipping and breaking a bone.

BENEFITS OF RISK ASSESSMENT



- Prevents injuries and incidents
- Builds trust and morale
- Improves efficiency
- Drives continuous improvement
- Ensures legal compliance
- Saves costs and resources

HOW TO DO A RISK ASSESSMENT

- 1 Identify hazards (has the potential to cause harm)
- 2 Decide who might be harmed & how
- 3 Evaluate the risk level (probability of harm occurring)
- 4 Apply the Hierarchy of Control (ERICP)
- 5 Record findings and implement measures
- 6 Review and Update Regularly

When We Do Risk Assessments?

They are carried out for Activities (e.g. lifting/maintenance), Tasks (e.g. grinding/welding), Specific job roles (e.g. forklift operators, cleaners)

HIERARCHY OF CONTROL (ERICP)



TAKE 5



Take 5 is your personal pre-task check before starting work:

WHAT IS TAKE 5?

- 1 Stop, Look, Walk Around
- 2 Think Through the Task
- 3 Identify Hazards
- 4 Control Risks
- 5 Do the Task Safely

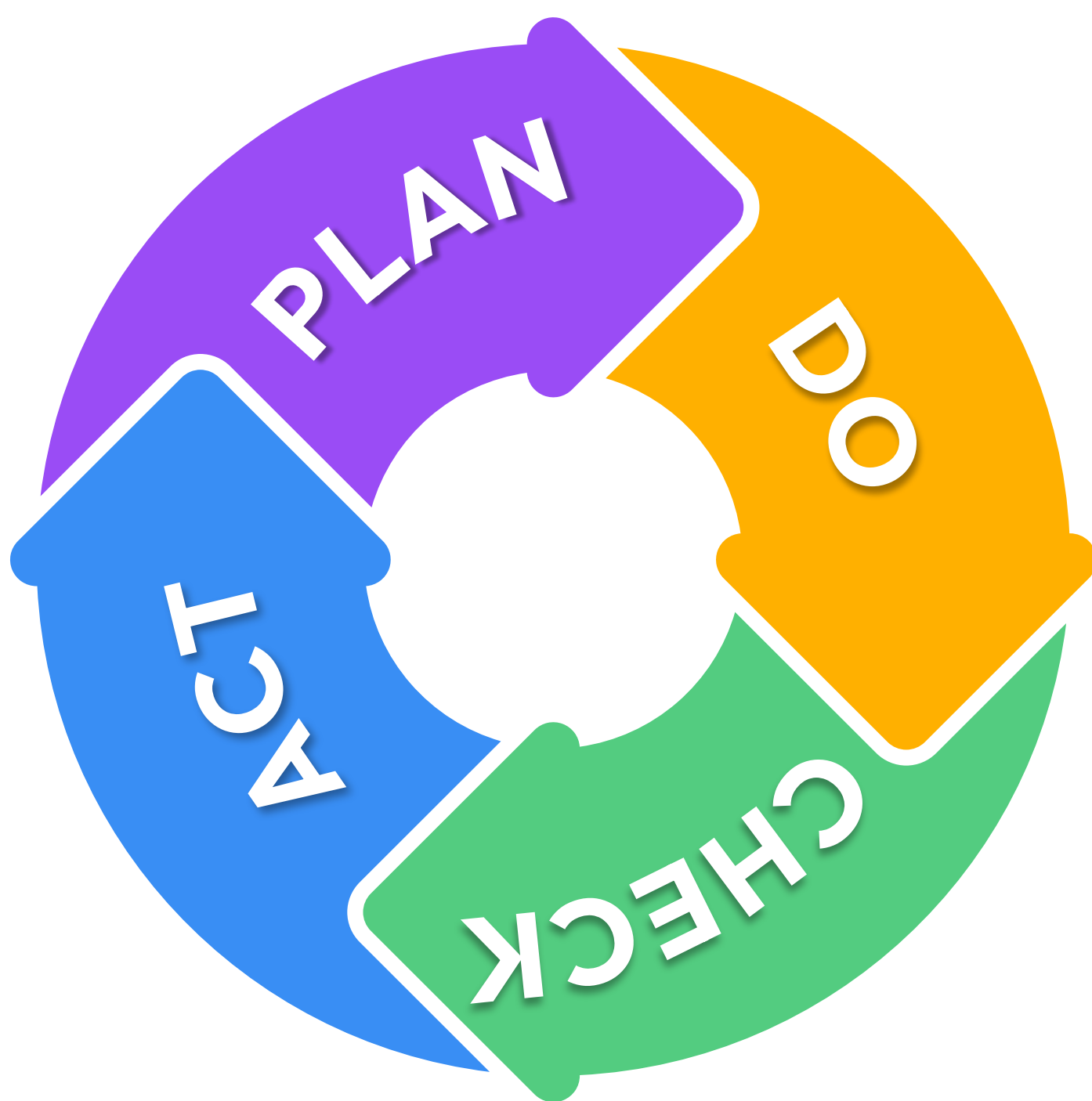
- Stop, look around, and think about hazards in that moment.
- Take 5 does not replace the formal risk assessment – it complements it.



DURING TASK PLANNING PHASE:

Tasks should only be considered complete once the work area has been made safe and all equipment, tools and materials have been securely stored.

Particular attention should be given to identifying and managing any non-obvious risks that may arise during and following the planned works, ensuring potential hazards are properly considered and mitigated from the outset.



EXAMPLE

Effective and safe equipment storage

- During planning stage, requirements for effective and safe equipment storage should be clearly defined and incorporated.
- Practical arrangements for securely storing equipment when it is removed from service and the appropriate measures for safeguarding or isolating items as required.

Permit to Work



WHY

- Ensures high-risk, non-routine or complex tasks are properly planned and managed.
- Ensures hazards, risks and controls are agreed before work starts.
- Supports coordination between teams and contractors.

WHO

- Only trained managers/supervisors lead and issue the PTW.
- Involves all workers in the activity, including counter-signatures.
- Work is reviewed at the work location.
- Responsibility continues until work is safely completed.

WHAT

A permit to work that includes:

- All potential hazards and associated risks .
- Control measures to mitigate such risks.
- Information of involved workers (Cemex or contractors).
- Acknowledgement of communication to all involved parties.
- Authorisation of competent Cemex authorised person.

WHEN

As per the HSMS, as a minimum, the following are specified high risk activities that will always require a Permit to Work (and specific risk assessment):

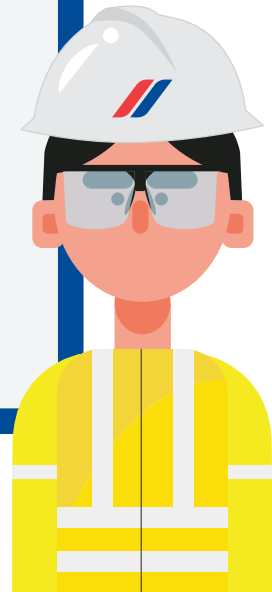
- Confined & enclosed space entry.
- Isolation not included in a specific documented lock-out procedure.
- Work at height without a secure safe platform.
- Groundwork excavations where there may be a risk to existing services, such as gas and oil pipelines, electrical cables, etc. (excluding normal quarry excavations)
- High voltage electrical maintenance.
- Maintenance on pontoons and maintenance on pumps without edge protection from deep water.
- Hot work near flammable materials.
- All contractors, except agency workers under direct Cemex supervision or where the work is of a low risk nature which has been identified via risk assessment(s) by a competent person (see Element 5 for further details).
- Non - routine unblocking activities in Pre-heater Towers.
- Non - routine maintenance using cranes outside of designated workshops.



TAKE 5

**Take 5 Today
Be Safe Every Day**

**Look out for information
and tips to help you
TAKE 5**



STOP THINK ACT

TAKE 5

WHAT IS

TAKE 5



1. Stop, Look, Walk Around



2. Think Through the Task

3. Identify Hazards



4. Control Risks

5. Do the Task Safely



STOP THINK ACT

TAKE 5

What is Nature Positive?



The global goal we are working towards together at Cemex:

halting and reversing biodiversity loss by 2030 and restoring it by 2050.

We want to HELP reverse the decline in GLOBAL Biodiversity by 2030
The state of nature in 2020 is our benchmark.

What do we do every day at Cemex?

We map habitats

We know what species and ecosystems live in our quarries. 2020 data is our starting point.

We recultivate mines

Each of our operating quarries has a plan for restoring the natural environment after mining cases.

We protect biodiversity


We create Biodiversity Management Plans for priority locations – specific actions that help nature recover.

We measure progress

We use the WBCSD method, which allows us to assess habitat condition and track year-over-year improvements.

Our Example El Carmen Nature Reserve on the border of Mexico and the USA – over 130,000 hectares of **protected nature**. **This is an area the size of Mexico City**. At Cemex, we have been working to protect biodiversity for over 25 years.



 An example in Europe
Lipówka quarry Poland

Sensory Support Box



**A practical solution for
reducing sensory stress
during meetings**

EMBRACING NEURODIVERSITY

**If you need to wiggle, click or fidget
your way through a meeting, the
Sensory Support Box is here to help
you focus and feel more comfortable.**

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)