



Welcome to UK NEWS



Your bi-weekly update from
around Cemex UK
4th June 2026



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Health & Safety

Latest Safety Alert – Fall From Height



The latest Safety Alert relates to an incident in Spain in which an employee sustained a fall of approximately four metres. Thankfully, only minor injuries were sustained due to accumulated material at ground level cushioning the fall.

The Alert highlights several focus points including the need to ensure job-specific planning and safe methods of work are in place before tasks commence, reinforcing permit-to-work requirements, applying the 'ERICP' (Eliminate, Reduce, Isolate, Control, PPE) hierarchy of control methodology, verifying that working-at-height controls are known and followed, and promoting an active "Alert Me / Step In" culture where colleagues challenge unsafe behaviours.

Please take the time to discuss this with your teams and ensure all sites are aware of the circumstances and can take appropriate action.

✦ You can find this Safety Alert 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>

Tilbury Team Celebrate ZERO LTIs

Congratulations to the Tilbury Grinding Plant team who have recently reached the impressive milestone of five years with ZERO Lost Time Injuries (LTIs).

Phil Baynes-Clarke, Director UK Cement Operations, said:
"Congratulations to everyone at Tilbury Grinding Plant on achieving the outstanding milestone of five years without a Lost Time Injury. This achievement reflects the commitment, focus and teamwork shown every day to keep one another safe and maintain the highest standards across the site. Creating and sustaining a safe working environment takes continuous effort and dedication, and this milestone demonstrates the strong culture of care, accountability and professionalism within the team.



At Cemex, safety remains at the heart of everything we do, and your consistent commitment has set a fantastic example for others across the business. This is an achievement everyone involved should be proud of.

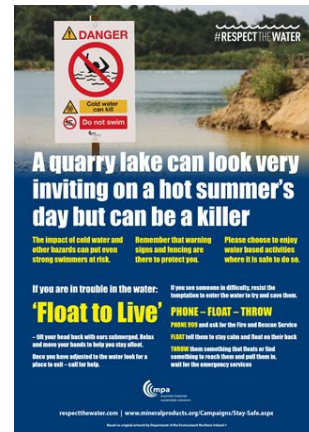
Please take the time to recognise what has been achieved and the behaviours and practices that have made this success possible. Now is also an opportunity to continue building on this momentum and maintain the high standards that have brought you here. Congratulations once again and thank you for your continued commitment and dedication.”

Keeping Our Site Boundaries Secure – Preventing Trespass and Protecting Lives

The tragic deaths by drowning of 15 teenagers at inland water sites during the recent hot weather highlights the vital importance keeping our quarries safe. According to the MPA, around 60% of accidental drownings in the UK occur at inland water sites such as rivers, reservoirs, canals and lakes, including those in quarries.

Longer daylight hours, school holidays and higher temperatures historically lead to greater public activity around our site boundaries, particularly at locations close to residential areas, recreational spaces and known access points.

While trespass presents many risks, one of the most serious concerns during warmer months is the increased likelihood of people, particularly children and teenagers, attempting to access quarry water for swimming.



This makes maintaining secure boundaries more important than ever.

Why Site Security Matters

Quarries and operational sites contain significant hazards that may not be obvious to members of the public. Open water, excavations, mobile plant, steep faces, stored materials, confined spaces and working equipment all present potentially life-threatening risks.

Open water is particularly dangerous because it often appears safe when it is not. Recent tragic events serve as a stark reminder of these risks. Quarry lakes, whether active, dormant or restored, can create a false impression that they are safe places to swim when in reality they contain hidden hazards that can prove fatal.

A well-maintained boundary does more than protect our assets – it helps protect lives.

Securing Our Sites – Key Actions for Site Managers

- ✓ Site Managers should proactively review site security arrangements and ensure controls remain effective throughout the higher-risk summer period.

Secure Boundaries and Known Entry Points

- ✓ Inspect site perimeters regularly, focusing on previous or potential access routes.
- ✓ Ensure fencing, gates, bunds and barriers remain secure and fit for purpose.
- ✓ Repair damaged sections promptly before weaknesses become established access points.

Improve Signage and Visibility

- ✓ Ensure warning signage remains visible, maintained and positioned appropriately.
- ✓ Use clear messages around danger, restricted access, CCTV and water hazards.
- ✓ Position signs at regular intervals and at known access routes.

Manage Vegetation Effectively

- ✓ Use natural vegetation where appropriate to discourage access and strengthen boundaries.
- ✓ Balance deterrence with maintaining visibility for operational safety and monitoring.

Maintain Regular Boundary Inspections

- ✓ Continue routine perimeter inspections and document emerging risks or vulnerabilities.
- ✓ Record findings and ensure corrective actions are completed promptly.

Review Risk Assessments and Controls

- ✓ Ensure public safety risk assessments reflect increased seasonal trespass risks.
- ✓ Confirm controls adequately address water hazards, excavations, heights, mobile plant and confined spaces.

Check Safety Equipment and Emergency Preparedness

- ✓ Ensure lifesaving equipment such as throw lines and life buoys are present, accessible and maintained.
- ✓ Consider additional temporary controls or security measures where concerns exist.

Maintain Security Across All Sites

- ✓ Apply the same standards of security and inspection to active, dormant and vacant sites.
- ✓ Review equipment, fuel and asset security as part of overall site protection measures.

Helping Prevent Tragedies Through Awareness

- ✓ Physical barriers alone are not enough. Sharing safety messages with local communities, schools, families and colleagues can help prevent incidents before they happen.

The MPA has resources including posters, sharing their Stay Safe campaign, which can be found [HERE](#).

A Shared Responsibility

Secure boundaries send a clear message that access is controlled and hazards are real. By maintaining robust site security, proactively managing risks and continuing to reinforce public safety messages, we can reduce trespass, protect communities and help prevent avoidable tragedies. Thank you for your continued commitment to keeping our sites safe, secure and well managed throughout the year.

Please contact John Sweeting, UK Security Manager for support with securing your sites.

Action for Happiness – Joyful June



Even in tough times life can still be joyful. There are lots of small things we can do to generate positive emotions like hope, gratitude, enthusiasm and awe. The Action For Happiness calendar is full of great ways to build positive emotions.

Share it with others to give them a boost too.

Why not download this month's Action for Happiness calendar to remind you to appreciate the little things in life and find out how they help with your positivity and wellbeing! Each day they give you a little task to try and complete. It could be anything from 'Do something meaningful for someone' to 'Share an inspirational quote'.

You can watch the Joyful June video [HERE](#) where Action For Happiness's Vanessa King gives advice on how to make life happier and more fulfilling.

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

Shepperton Hosts Industry Showcase with McLanahan

Our UK Shepperton Sand and Gravel quarry recently welcomed processing plant suppliers, McLanahan, who hosted an open day showcasing the site's processing Plant to potential new customers from across the UK.

With more than 60 visitors attending throughout the day, the event provided an excellent opportunity to demonstrate the capabilities of the Plant while sharing insight into its day-to-day operation and the strong working relationship between Cemex and McLanahan.

Teams on site played an important role in supporting the event, answering questions, sharing operational experience and helping visitors understand how the Plant performs in a live production environment.



Following the event, McLanahan thanked the Shepperton team and everyone involved for their support and collaboration in hosting the day, highlighting the willingness to open the site and work together to deliver a positive and engaging experience for visitors.

The feedback from attendees was extremely positive, with McLanahan recognising the professionalism, knowledge and hospitality shown by the team throughout the day. They also acknowledged the significant work happening behind the scenes to make the event a success and thanked the wider Cemex team for their contribution.

The event not only showcased the technology and innovation behind the operation but also demonstrated the value of strong partnerships and collaboration across the industry, with both teams looking forward to building on the momentum created and strengthening the relationship further.

Future in Action

Latest Earthly Matters



The May 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 and on the UK News website [HERE](#).

➤ Please share this on your workplace notice boards.

In this edition...

- Partnership Update: Our new guide to birds found around our UK quarries
- Actions for Nature: New bird feeding guidance
- Feature: Focus on woodlands
- Community Nature Project at Willington Wetlands

We hope you enjoy this latest edition.

Jacob's Ladder Walk Raises Funds for Headway York

On Sunday 17th colleagues from the Cemex Yorkshire Readymix team, along with family and friends, completed the 8.5 mile Jacob's Ladder circular walk to raise funds for Headway York, a brain injury charity.

The walk was in support of a valued customer whose late partner had received vital help from the charity and later gave back by supporting others.

Despite a difficult year, the event provided a positive focus and brought people together for a meaningful cause. We're proud to have raised £780 for the charity and support for our customer and the important work Headway does in the community.



A big well done to Rowan Russell for organising and thank you to John Parker and the rest of our Yorkshire team for giving up their Sunday and for everyone who donated.

New Life for Fire Station Square Allotment



Fire Station Square, Salford, a strong spirit of teamwork and community engagement was on display over a two-day period as volunteers from Cemex Salford Asphalt team and Balfe Building & Construction came together to support a local allotment project. The initiative focused on the creation of robust, long-lasting concrete planters designed to enhance the growing space and provide local residents with improved facilities.

The project saw a dedicated group of professionals including David Tyghe, David Davies, Darren O'Neil, Rhiannon Davies Bull, Eddie Wilkinson, Brett Halsey, and Anthony Baker, combine their practical skills and industry expertise to deliver tangible improvements to the site.

Work began early on day one, with the team preparing materials and constructing frames for the concrete planters. Drawing on their experience in construction and materials handling, the group ensured that each step was carried out with precision and safety in mind.

Cemex colleagues played a key role in supplying and managing the concrete posts, ensuring consistency and durability. Meanwhile, the Balfe Building & Construction team brought their expertise in fabrication and installation, enabling the project to move forward efficiently. By the end of the first day the initial pours had been completed, and the planters were left to cure properly overnight, an essential step to guarantee structural integrity.

Day two focused on finalising the planters and positioning them across the allotment site. Once the concrete had set the team carefully inserted the panels, revealing a series of sturdy, well-formed planters ready for use. Working collaboratively, the group transported and installed the units throughout the allotment, ensuring optimal placement for accessibility and sunlight exposure. The finished result was a striking and practical addition to the space, designed to support local growing efforts for years to come.

A Positive Impact on the Community

This project highlights the positive impact that skilled volunteers and local partnerships can have on community spaces. The new planters at Fire Station Squire allotment will provide residents with improved opportunities for gardening, encouraging sustainability, wellbeing, and community interaction.

Participants described the experience as both rewarding and enjoyable, with a strong sense of achievement at seeing the completed installation.

The collaboration between Cemex and Balfe Building & Construction demonstrates what can be achieved when organisations work together toward a common goal. The combined efforts of the Cemex team ensured the success of the project within a tight two-day timeframe. As the allotment begins to benefit from these new additions, the project stands as a testament to the value of teamwork, expertise, and community-focused initiatives.

Helping Restore Harpur Hill War Memorial

The village of Harpur Hill is very close to our Dove Holes quarry so when members of the Harpur Hill Community Hall and Buxton Time team approached the quarry team for support, they were happy to spend their Lend a Hand day helping out, cleaning and tidying the local war memorial. The team were delighted to give something back to a community that means a great deal to many of our colleagues.

Harpur Hill is located close to the quarry, and with many of our employees living within the surrounding area, we have strong connections to the local community. Supporting projects like this allows us not only to strengthen those connections but also to play our part in preserving places that hold real significance for local people.

War memorials serve as important places of remembrance, commemorating those who served and sacrificed. Maintaining these spaces helps preserve local heritage and ensures future generations can continue to reflect and remember.

To support the project Mike Craven, Jamie Shaw, Steve Watson and Gareth Ratcliffe volunteered their time and efforts to carry out a thorough clean of the memorial, carefully restoring it to a respectful condition. The team was also supported by local contractor, Steve Balfe, who kindly provided the use of a pressure washer, helping the work to be completed efficiently and to a high standard.

The team took great pride in being involved in the project, and their efforts were warmly received by the local community. Their work is a great example of how small acts of support can make a meaningful difference and demonstrates the positive impact we can have when we work together within the communities where we live and work.

A huge thank you to everyone involved for representing our values and supporting an important community project.



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.

Employees



Listen Back – CEO, Jaime Mugurio's UK Webcast



Last week Cemex UK welcomed our CEO, Jaime Mugurio, to our Binley Head Office, Tilbury and Rugby Cement Plant.

It was fantastic to showcase the enthusiasm, positive energy, and excitement from our teams, around the dynamic change happening across Cemex. Jaime's vision for our future was extremely valuable to hear and we're really proud to be a part of this exciting road ahead.

During his visit Jaime shared an update on Cemex's current position and future direction, highlighting the company's strong momentum, focus on operational excellence, and commitment to creating value for shareholders. He reinforced the importance of safety as our number one priority, alongside an ownership mindset and collective ambition, with a clear message that while challenges remain, there is significant opportunity ahead for growth.

  You can now watch the recording of the webcast [HERE](#).

Financial Wellbeing: Small Steps That Can Make a Big Difference

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 June we'll be sharing practical resources, advice and helpful guidance designed to support our colleagues. This week our focus is on Financial Wellbeing.

Money affects all of us. Whether it's managing everyday expenses, planning for the future, or navigating unexpected costs, financial wellbeing plays an important role in our overall mental health and wellbeing.



Recent years have brought rising living costs, changing economic conditions and new financial pressures for many households across the UK. While everyone's circumstances are different, taking small, practical steps can help build confidence and create greater financial resilience.

What is financial wellbeing?

Financial wellbeing isn't simply about how much money you earn; it's about feeling secure and in control of your finances, both now and in the future. This can include:

- Understanding your income and spending.
- Feeling confident managing bills and commitments.
- Having plans for short and long-term goals.
- Being prepared for unexpected expenses.
- Reducing financial stress where possible.

Why financial wellbeing matters

Financial pressures can affect many aspects of our lives, including sleep, concentration, relationships and overall mental wellbeing. Looking after your financial health is just as important as looking after your physical and mental health. Building good financial habits doesn't have to mean making big changes overnight. Often, small actions taken consistently can make a meaningful difference.

Practical ways to improve financial wellbeing

Review your budget

Understanding where your money goes each month can help identify areas where small adjustments may create more flexibility.

Build an emergency buffer

Even small amounts saved regularly can help create a financial cushion for unexpected costs.

Plan ahead where possible

Whether saving for holidays, family expenses or retirement, having a plan can reduce uncertainty and improve confidence.

Talk about money

Financial wellbeing can sometimes feel like a difficult topic, but seeking advice or support is a positive step. There are many trusted organisations and resources available to help.

The Cemex - Pluxee Financial Wellbeing Hub

As part of our commitment to supporting colleague wellbeing, employees have access to the **Pluxee Financial Wellbeing Hub**, designed to help you take control of your finances and make confident, informed decisions. The hub offers practical tools, clear guidance and tailored content to support you at every stage of life, whether you're just starting out financially, growing your wealth, or planning for retirement.

The Financial Wellbeing Hub provides:

- Support tailored to your life stage, goals and priorities.
- Practical tools and jargon-free guidance to help you feel more in control.
- Personalised financial planning support designed around your goals and future.

Support for Every Stage of Life

Whatever stage you're at, the hub provides guidance to help you move forward with confidence:

- **Starting out** – Build strong foundations with budgeting, saving and early investing.
- **Building wealth** – Strengthen your financial position as your income and responsibilities grow.
- **Maximising wealth** – Explore ways to optimise investments, tax efficiency and long-term planning.
- **Retirement readiness** – Learn how to turn your savings and investments into sustainable income for the future.

If you'd prefer to speak with an expert, the hub also provides access to qualified Financial Planners through Attivo. Employees can book a **free, no-obligation consultation** to:

- Discuss their financial goals and circumstances.

- Understand available options and associated costs.
- Explore whether personalised financial planning is right for them.

Attivo's Chartered Financial Planners can provide support across pensions, retirement planning, investments, protection, tax planning and estate planning.

How to Access the Hub

Accessing the Financial Wellbeing Hub is simple:

1. Open the Cemex Employee benefits platform [HERE](#). Select Benefits > The Financial wellbeing Hub > View Now
2. Select your life stage
3. Explore tailored guidance, tools and resources
4. Book a free consultation if you would like personalised support

Remember: Progress, Not Perfection

Financial wellbeing looks different for everyone. There is no single "right way" to manage finances, and even small positive actions can help create greater confidence and stability over time.

Taking one step today – however small – can help build stronger financial wellbeing for tomorrow.

Recognise Your Colleagues Who Make a Difference



At Cemex, we know that it's our people who make the difference every single day. From supporting teammates and delivering for customers to championing safety and innovation, incredible work happens across our business every day, and now it's time to celebrate it.

Introducing the *Thanks For Your Efforts* Nomination Process

Thanks For Your Efforts is our peer recognition scheme, designed to shine a spotlight on colleagues who consistently go the extra mile and live our Cemex values in everything they do.

Do you know someone who:

- Ensures Health and Safety
- Focuses on Customers
- Acts with Integrity
- Works as One Cemex
- Fosters Innovation
- Embraces Diversity

If so, now is your opportunity to recognise them.

How It Works

- Simply complete the nomination form and tell us why your colleague deserves recognition.
- A Senior Management panel will review all nominations and select winners from Categories 1 and 2.

Successful nominees will receive:

- Up to £100 in store vouchers of their choice.
- Recognition in *UK News*.
- Appreciation from colleagues across the business.
- And because every nomination matters, all nominees will also receive an exclusive "Awesome" mug as a thank you for their contribution.

Help us celebrate the people who make Cemex UK a great place to work. Whether it's a big achievement or a small act that made a real difference, your nomination could help recognise someone truly deserving.

The Nomination Form can be found by clicking [HERE](#).

Changes to Personal Car Business Fuel Mileage Rates

The fuel rates for business mileage claims for personal car have been amended effective 6th April in line with the latest HMRC Advisory.

The rates by vehicle type are outlined in the table below. SAP Concur has been updated, any new claims for mileage from that date onwards will be made at the revised rates.

Important - Due to the announcement not being given until 21st May, and the confirmation from HMRC it can be backdated to the start of the tax year, please note:



Anyone who has already submitted a claim/s in Concur which are paid, will require a shortfall payment for the 10p per mile difference. All affected drivers will be contacted directly.

Anyone who has submitted a claim which has not yet been approved or paid will be contacted by the T&E directly. The claim may need to be cancelled and restarted to enable the new rate to be applied in Concur.

Any queries regarding submitted claims please contact the team GB-T-and-E-Claims gb-ssctandclaims@cemex.com

[Travel – mileage and fuel rates and allowances - GOV.UK](#)

| Travel - Mileage and fuel rates and allowances | Vehicle Type | First 10,000 business miles in the tax year | Each business mile over 10,000 in the tax year |
|---|---------------|---|--|
| Approved mileage rates from tax year 2026 to 2027 | Cars and Vans | 55p | 25p |
| | Motor cycles | 24p | 24p |
| | Bicycles | 20p | 20p |
| Approved mileage rates from tax year 2011 to 2026 | Cars and Vans | 45p | 25p |
| | Motor cycles | 24p | 24p |
| | Bicycles | 20p | 20p |

Updated 21 May 2026

Help to Stop Tax Evasion



Under the Criminal Finances Act 2017 companies like Cemex can be prosecuted where any person associated with it helps another person to evade tax.

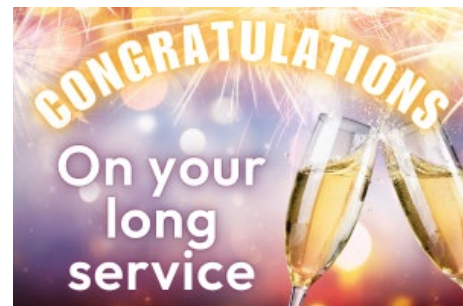
If you see any behaviour indicating that this might be happening, or if you see any potential scenarios at work where this could happen, please report it immediately to your Supervisor, to the Legal Department or confidentially through the Ethos Line.

For further information please see the Anti-facilitation of Tax Evasion – UK policy on <https://www.cemex.co.uk/tax-strategy>

Thank you for helping to protect our company.

Celebrating Long Service

We would like to wish congratulations to the following colleagues for reaching long service milestones in March, April and May 2026. We appreciate all your contributions and hard work over the years and hope you enjoy your celebrations.



- ❖ Andrew Jones, Weighbridge Operative in Flintshire, celebrates 25 years
- ❖ Stuart Rees, Operative Support Leader UK in West Midlands, celebrates 25 years
- ❖ Hugh Reynolds, Supply Chain Compliance Officer in South Gloucestershire, celebrates 25 years
- ❖ Wayne Clark, Plant Manager in Northamptonshire, celebrates 40 years
- ❖ Maninder Lully, UK Payroll & HR Administration Manager in West Midlands, celebrates 25 years
- ❖ Christopher Clarke, Technical Manager Rail in West Midlands, celebrates 25 years
- ❖ David Jackson, Mechanical Shift Technician in Warwickshire, celebrates 25 years
- ❖ Neville Jones, Operator/Maintainer in Warwickshire, celebrates 25 years
- ❖ Dale Smith, Operator/Maintainer in Warwickshire, celebrates 25 years
- ❖ Paul Willerton, Plant Manager in Cheshire, celebrates 40 years
- ❖ David Bennett, Fitter in Kent, celebrates 50 years
- ❖ Mark Framingham, Plant and Field Technician in Cambridgeshire, celebrates 25 years
- ❖ Glyn Westerdale, Maintainer/Operator in Warwickshire, celebrates 25 years
- ❖ Alan Grimmett, Class 1 Driver (Tanker) in Warwickshire, celebrates 25 years
- ❖ Paul Washer, Operative in Kent, celebrates 25 years
- ❖ Barbara Finley, Maintenance & Operations Planning Analyst in Merseyside, celebrates 15 years
- ❖ Jamie Izzo, Operations Manager in Greater London, celebrates 15 years
- ❖ Gary Hornsby, Area Sales Manager in West Midlands, celebrates 15 years
- ❖ Thomas Stanford, Technical Systems Administrator in West Midlands, celebrates 15 years
- ❖ Ashish Dogra, Negotiator (Local) in Hampshire, celebrates 15 years

Could You Cycle to Work?

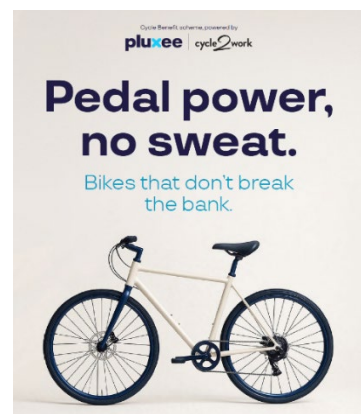
Are you considering a healthier, more sustainable way of travelling this Spring? If so, then Cemex Cycle to Work scheme may be just what you are looking for!

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

Details of scheme

Working for Cemex gives you exclusive access to a range of hand-picked Halfords brand bikes – and with the promo code C2WEXCLUSIVES, they can save as much as 57% of the usual cost! This is an unbeatable opportunity to get a high quality award winning

bikes such as, Carrera, Apollo, and Voodoo at an incredible price, making commuting cheaper, greener, and healthier than ever.



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

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

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

Decide what value you want to spend on your bike and safety equipment. You can choose to take between £100 and £3,000 in increments of £5. To register for the scheme please visit [HERE](#) or call 01908 303 498. Once your application is approved then your Letter of Collection (LOC) is issued within 48 hours and you can go and collect your bike and equipment.

Some common questions

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

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

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 |
|------------|--------------------------------|-----------------------|--------------------|--------------|
| 75-06-2006 | Class 1 Driver (Tanker) Nights | Supply Chain - Cement | Rugby Cement Plant | 16/06/2026 |

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

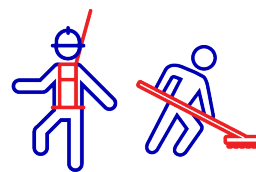
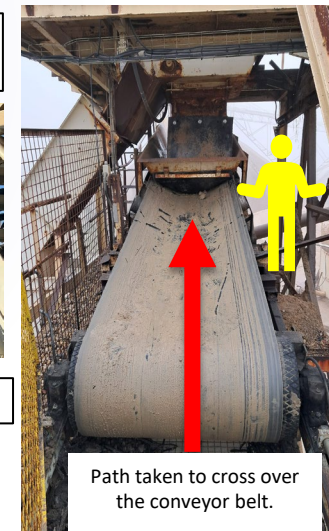
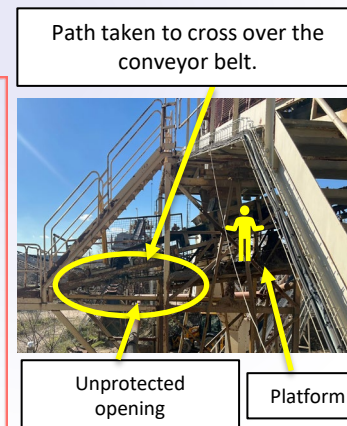
Two employees were carrying out measurements on the skirts of a conveyor belt. To access the right side, one of them removed the guarding and climbed onto the belt, which had previously been isolated, and accessed a platform located on that side. The platform, which was next to an unprotected opening, was covered with accumulated material and the employee partially cleared it before standing on it. At that moment, the platform gave way, and the employee fell 4m but was cushioned by accumulated material on the ground. Thankfully, only minor injuries were sustained.

REVIEW POINTS FOR ALL SITES

- Risk assessments are in place, and controls follow the ERICP hierarchy
- Working at height controls are followed, including harnesses, correct anchor points etc
- Take 5 requirements are known by all site personnel
- 'Alert Me'/'Step In' culture is promoted
- Structural surveys are conducted by competent persons according to local requirements
- Effective housekeeping and material spillage prevention regimes in place
- Infrequent working areas are still subject to inspections, visits etc

KEY FINDINGS

- ✗ Lack of job-specific planning, including no safe method of work in place and hierarchy of control not fully considered i.e. eliminating working at height
- ✗ No permit to work issued. Informal discussion held between the supervisor and workers in the site office
- ✗ High risk tolerance. Employees were aware of the risks and the harness requirement but not followed. Take 5 was not carried out.
- ✗ The co-worker did not alert his colleague of the risk
- ✗ The platform was not a working platform and did not have proper weightbearing capacity



Working at Height

Housekeeping



Safe Systems



Look After Yourself and Each Other

Joyful June 2026

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

SUNDAY

1 Decide to look for what's good every day this month

2 Say positive things in your conversations with others



3 Re-frame a worry and try to find a helpful way to think about it

4 Take a photo of something that brings you joy and share it

5 Think of 3 things you're grateful for and write them down

6 Get out into green space and feel the joy that nature brings

7 Do something healthy which makes you feel good

8 Find joy in music: sing, play, dance, listen or share

9 Ask a friend what made them happy recently

10 Bring joy to others by doing something kind for them

11 Eat good food that makes you happy and really savour it

12 Write a gratitude letter to thank someone

13 Take a light-hearted approach. Choose to see the funny side

14 Share a happy memory with someone who means a lot to you

15 Look for something to be thankful for where you least expect it

16 Speak to others in a warm and friendly way

17 Take time to notice things that you find beautiful

18 Look for something good in a difficult situation

19 Get outside and find the joy in being active

20 Rediscover and enjoy a fun childhood activity

21 Send a positive note to a friend who needs encouragement

22 Watch something funny and enjoy how it feels to laugh

23 Create a playlist of uplifting songs to listen to

24 Bring to mind a favourite memory you feel grateful for

25 Show your appreciation to people who are helping others

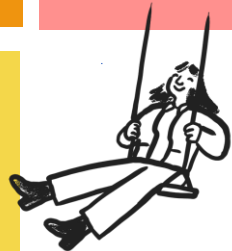
26 Make time to do something playful, just for the fun of it

27 Be kind to you. Do something that brings you joy

28 Notice how positive emotions are contagious between people

29 Share a friendly smile with people you see today

30 Make a list of the joys in your life (and keep adding to it)



ACTION FOR HAPPINESS

Happier · Kinder · Together

Earthly Matters



Cemex & RSPB Partnership Blog May 2026



Welcome to the May 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

A major piece of work has come to fruition recently with the publication of the Bird Identification at Cemex UK Quarries Guide. This a visual, informative guide to the breeding birds found at Cemex quarries. It has sections on quarry habitats and the birds that use them, breeding birds and the law, conservation status of birds, and then pages for species that are regularly found plus a few rarities. Each species page includes information about whether the bird is a resident or a migrant, its conservation status, an account of how to identify the species with an illustration, its habitat, where it occurs in the UK, and a what months it can be seen.

It would not have been possible without Tina Baxter's help and support, so a massive thank you to her, on producing an attractive and high quality booklet.

Hopefully this will prove to be a useful resource for quarry operatives and demonstrate the importance of working quarries for birds.



Actions for Nature New guidance for feeding birds

The RSPB has released new guidance - **Feed seasonally. Feed safely** - to help garden birds. This follows on from earlier advice not to put out food on flat surfaces, such as



bird tables, which still remains. Several once common garden birds have been declining because of increased transmission and infection from bird diseases at feeders. Based on scientific research, advice is to stop feeding birds seeds and peanuts from 1st May to 31st October. Mealworms and suet pellets/fat balls can still be used. A full range of bird food can be provided from 1st November to 30th April. Feeders should be cleaned on a regular basis and, if possible, moved around. For further information please see

<https://www.rspb.org.uk/whats-happening/news/how-to-help-garden-birds>

In line with the latest RSPB guidance, the bird table at Cemex's Head Office at Binley is no longer being used but a fat ball feeder has been put up. RSPB has also provided seed and peanut feeders to be used over the winter.

Finches are especially susceptible to the highly contagious disease Trichomonosis, which has caused significant declines in Chaffinches and Greenfinches. Following the new guidelines on feeding birds is a step you can take to help them recover.

Image: Male Chaffinch by Mike Langman (rspb-images.com)





Focus on Woodlands

Woodlands are wonderful places to visit any time of year but in spring and summer they come to life with flowers, trees in leaf, birds singing and insects. At their best, woods are complex habitats with structural and species diversity. Woodland structure includes the canopy of tree crowns, an understorey of shrubs and young trees, a ground layer of grasses and flowers, and soils plus standing and fallen deadwood and open areas. Some species like the shade under the woodland canopy but many species prefer areas with more light. To maintain the mix of conditions, habitat management is needed. Some woods are managed for timber production and conservation, but the reasons for traditional management of woodlands no longer exist, because of demand and economics, at a scale to make a significant impact. Increasingly large mammals are being used to manage woodlands (such as cattle). The mammals that once used UK woodlands and shaped the habitat are either globally extinct or don't occur in the UK. Some are making a comeback such as Wild Boar and Beavers.

A trap we've fallen into is thinking that woodlands can be created by planting trees because they are so much more than trees. I'd prefer to see more natural colonisation of areas and direct seeding of tree seeds to create more complex woodlands.

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

Supporting Community Nature Project at Willington Wetlands

Cemex UK has played a significant role in supporting the "Transforming the Trent Valley" vision through its ongoing involvement in the Willington Wetlands project in Derbyshire.

Working alongside Derbyshire Wildlife Trust and Willington Parish Council, the company has helped improve community access by enabling a new footpath across restored land at its Willington Quarry site. Cemex also installed a bridge and fencing to connect the route safely, making it easier for visitors to explore the developing wetland habitat while supporting wider ambitions for nature recovery and community wellbeing.

Willington Quarry Manager Bill Newton has supported the project for the past five years, attending partnership meetings and helping strengthen collaboration between local organisations, conservation groups and businesses.

The wetlands continue to develop as a space for wildlife, education, and public engagement. A recent community celebration welcomed more than 60 residents, volunteers and supporters to hear updates on future plans, including habitat improvements, visitor access, and species reintroduction projects.

Bill Newton said: "It has been fantastic to see how the project has developed over the past few years and the positive impact it is having for both wildlife and the local community. Collaboration has been at the heart of the project, and we are pleased Cemex could help enable access to this important restored area."

The Willington Wetlands project reflects Cemex UK's ongoing commitment to biodiversity, restoration and supporting local communities.



Cemex's Willington AQM Chris Bracken pictured middle right.



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



2026 Photo Competition

Celebrating Nature & Biodiversity
at Cemex EMEA Sites



On April 22, **Earth Day** reminds us to take a moment to appreciate the beauty and diversity of nature around us.

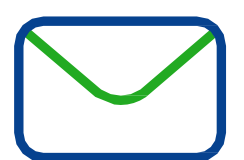
Nature knows no borders - life thrives everywhere, even in the most unexpected places, including Cemex plants.

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.



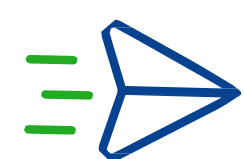
Submit your photographs by September 18th. Please send your photos with descriptions via email to [email address]. Include your contact details in the email body.



Submissions will be reviewed by an independent panel, with prizes awarded to the top photographs. Selected images will also be featured across our communication channels to showcase the rich natural diversity found at our sites.



Full details of the competition are available in the attached competition rules. For additional information, please contact your local Sustainability team.



The winners will receive “Nature books”.

COMPETITION IS OPEN FROM 22ND APRIL TO 18TH SEPTEMBER 2026

