



Welcome to UK NEWS

KENSWORTH QUARRY
TEAM CELEBRATE
17 YEARS ZERO LTIS

Your bi-weekly update from
around Cemex UK
25th June 2026



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Health & Safety

Latest Safety Alert – Finger Cut and Knee Injury



The first of two recent Safety Alerts from Spain relate to a worker that suffered a hand injury during a cleaning task in a Cement plant, which highlights the importance of using the correct tools, procedures, and having line of fire awareness. The

second relates to a driver that sustained an injury while descending from his truck cab, which again shows that we need to keep monitoring and influencing the right 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 these Safety Alerts at the end of this document, and on the UK News download page: <https://cemexuknews.co.uk/downloads/download-category/alerts/>

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 17 Years ZERO LTIs at Kensworth Quarry!

A huge congratulations to our Kensworth quarry team for achieving a significant milestone of 17 years with ZERO Lost Time Injuries (LTIs). Well done to the entire team for setting the standard for safety excellence, making Health & Safety our number one priority and looking after ourselves and each other.



This milestone demonstrates that ZERO is possible, even in challenging environments. With the right focus and attention to Health & Safety, our Zero4Life objective can be met and sustained.

Outputs from the Latest UK National Health & Safety Committee



The latest meeting of the UK National Health & Safety Committee brought together employee representatives and business leaders from across Cemex UK to review safety performance, share best practice and discuss key priorities for the remainder of 2026.

The committee reviewed global, regional and UK health and safety performance, alongside progress against the 2026 EMEA Health & Safety Improvement Plan. Updates included the rollout

of Task Planning & Management training for operational leaders, the continued implementation of Take 5 training across the business, and a renewed focus on visible leadership and supervision during the summer months when incident risk can increase.

Members also shared practical examples of 5S improvements from sites across the UK, demonstrating how simple, low-cost changes can improve traffic management, reduce risk and create safer, more efficient workplaces. Examples included projects at Gorton, Stepney, Leeds, Bletchley and Selby.

The meeting also heard updates from the Wellbeing Strategy Group and National Road Safety Committee, covering mental health initiatives, neurodiversity support, physical health campaigns, driver wellbeing, vehicle safety and training programmes.

An update was also provided on the revised UK Health & Safety Policy which has now been shared, with guidance to support Managers and teams.

🔗 View the full presentation [HERE](#) for more detail on the discussions, performance updates and examples of safety best practice shared across the business.

Rugby Logistics Team Supports Road Safety Event



Earlier this month Rugby Logistics colleagues, Tracy Booker, Gemma Jones and Darrell Collins represented Cemex at the annual Institute of Traffic Accident Investigators (ITAI) crash test and research day at Upper Heyford Airfield in Oxfordshire.

The event brings together police collision investigators, insurance engineers and road safety professionals to observe controlled crash tests and vehicle safety demonstrations, helping them better understand how vehicles behave in real-world incidents.



Alongside colleagues from the National Driving Centre in Croydon, the team provided supervised LGV taster drives, giving non-truck drivers the

opportunity to experience the road from the cab of an articulated vehicle. The activity proved extremely popular, with around 140 drives completed across the two vehicles during the day.

The event provided a valuable opportunity to promote road safety awareness, showcase the professionalism of our drivers and strengthen relationships with police forces and industry partners.

Toolbox Talks Available to Support Summer Safety Awareness

A collection of Toolbox Talks developed by our Cement business is available to access and offers practical guidance that can be used across all our operations to help keep safety front of mind this summer.

The materials cover a wide range of topics including distractions at work, working at height, manual handling, lifting operations, vehicle safety, hazardous materials, emergency procedures, housekeeping, guarding, hot work, wellbeing, and emerging risks such as lithium-ion battery fires.



Several of the latest talks also focus on seasonal awareness and behavioural safety, highlighting risks such as being "in the line of fire", the dangers of gravity and falling objects, and the importance of maintaining concentration and making safe choices every day. These resources are designed to encourage discussion, share lessons learned, and help teams identify and manage risks before incidents occur.

Maintaining a high level of safety awareness throughout the summer months is essential. These Toolbox Talks provide an excellent opportunity for Managers and Supervisors to engage teams in meaningful safety conversations and reinforce the behaviours that keep everyone safe.

You can access the Toolbox Talk library here: [H&S Toolbox Talks](#)

Enjoying the World Cup Responsibly

As the World Cup continues, many colleagues will be planning to stay up late and enjoy the matches with family and friends. While we hope everyone has a great time, we would like to remind all employees to think carefully about their alcohol consumption and how it may affect them the following morning.

Here are some tips to help everyone enjoy the World Cup safely:

- Alcohol affects judgement and performance Alcohol can remain in the body long after they have stopped drinking. Depending on how much has been consumed, it is possible to still be over the legal drink-drive limit the next day, even if you feel fit to drive. Please take the time to plan ahead if you intend to drink alcohol. Consider alternative travel arrangements, allow sufficient time before driving, and remember that a good night's sleep, coffee, or a shower will not speed up the removal of alcohol from your system. The consequences of driving or operating equipment while over the limit can be severe, affecting not only your own safety but also that of your passengers, colleagues, and other road users. It can also result in prosecution, loss of licence, fines, and impact your employment.
- Fatigue is a safety risk late-night and early-morning kick-offs can disrupt normal sleep patterns. Fatigue reduces concentration, slows reaction times, and can significantly increase the likelihood of incidents. Plan your viewing sensibly - limit consecutive late nights and ensure adequate rest before your next shift. Plan meeting times accordingly.
- Make safe choices around travel and work whether commuting or operating equipment, never underestimate the combined effects of tiredness and alcohol. If you feel unfit, speak up early - adjustments are far safer than taking risks. Look out for colleagues too; a quick check-in can prevent a serious incident.
- Look after yourself and your colleagues, stay hydrated, eat properly, and take breaks where needed. We all have a role in keeping ourselves and each other safe - on and off the job.



We encourage everyone to enjoy the match responsibly and ensure they are fit and legal to drive before getting behind the wheel.

Please share the poster at the end of this document and on the UK News download page: www.cemexuknews.co.uk/downloads, on all workplace notice boards.

Thank you for helping us keep our roads, workplaces, and communities safe.

Staying Safe Summer Heat

During this hot summer season, we would like to remind everyone that safety remains our top priority - both at work and outside of it.

While summer is very welcome to many, lots of us work outdoors and many need to wear full PPE. It is, therefore, very important to look after ourselves and each other and stay safe in the sunshine and the heat.



Prolonged exposure to the sun can lead to sunburn, dehydration, heat exhaustion, and long-term risks such as skin cancer.

Protecting yourself isn't just good practice – it's vital for your health and wellbeing.

Top Tips for Sun Safety:

- **Cover Up:** Where full PPE is not required, wear lightweight, long-sleeved clothing and a wide-brimmed hat or a hard hat with a neck flap.
- **Use Sunglasses:** Choose sunglasses that block 100% of UV rays to protect your eyes from long-term damage.
- **Apply Sunscreen:** Use a broad-spectrum sunscreen with SPF 30 or higher. Apply it generously 20 minutes before going outside and reapply every two hours – or more often if you're sweating.
- **Stay Hydrated:** Drink water regularly throughout the day, even if you don't feel thirsty. Dehydration increases your risk of heat stress.
- **Seek Shade:** When possible, take breaks in shaded or covered areas – especially during peak sun hours between 11am and 3pm.
- **Know the Signs:** Be alert to signs of heat exhaustion – such as dizziness, headache, nausea, or confusion – and act quickly by moving to shade, drinking water, and resting.
- **Heat Stress** We're also sharing posters to help you identify signs of heat stress, plus guidance to help manage and avoid heat stress. You can find these posters here:
 - [HEAT STRESS signs and prevention](#)
 - [HEAT STRESS](#)

Useful Resources:

- NHS advice on heat and sun safety: [nhs.uk/live-well/seasonal-health/heatwave-how-to-cope-in-hot-weather](https://www.nhs.uk/live-well/seasonal-health/heatwave-how-to-cope-in-hot-weather)
- Cancer Research UK sun safety tips: <https://www.cancerresearchuk.org/about-cancer/causes-of-cancer/sun-uv-and-cancer/sun-safety>
- Further Sun Safe information can be found on the Cemex Health and Safety SharePoint [here](#).
- UK News Sun Safe Posters and Resources: <https://cemexuknews.co.uk/downloads/download-category/wellbeing-materials-stay-sun-safe/>

Please download and share on notice boards our Sun Safety poster on the UK News download page here: [Top Tips for Sun Safety](#)

Sun safety is a shared responsibility. Look after yourselves and each other. Make it part of your daily routine – your skin and health will thank you.

Taking a Break This Summer?

Many of us will be taking time off over the summer to relax, recharge, and spend quality time with friends and family. Regular annual leave plays an important role in supporting our mental and physical wellbeing, helping us return to work feeling energised, rested and motivated.

To make the most of your break it's important to take a few simple steps to prepare for your time away. This not only helps your colleagues but also allows you to properly disconnect and enjoy your downtime, which is essential for a healthy work-life balance.

Top Tips for switching off successfully:

- **Set your out-of-office message:** Let people know you're away, when you'll be back, and who they can contact in your absence.

Update your voicemail

Record a brief message to inform callers that you're on leave and when you'll be available again.



- **Redirect SAP workflow**
Make sure workflows are directed to the right person while you're away – you can find the step-by-step guide [here](#)
- **Clear your diary**
Cancel or delegate meetings that fall during your time off so nothing falls through the cracks.
- **Hand over key tasks**
Identify anything that can't wait until your return and agree on who will pick these up while you're away.
- **Prioritise your workload before you go**
Focus on completing essential tasks in advance and speak to your Manager if you need support with managing deadlines.
- **Be mindful of others' leave**
Summer is a busy time, and others may be away too – plan ahead and communicate clearly to avoid last-minute stress.

Wellbeing Tips Before and During Your Break

- **Declutter your workspace** before you leave – a tidy desk or digital space can help you return feeling refreshed.
- **Turn off notifications** on your phone or work devices to avoid temptation to check devices.
- **Use your time off intentionally** – whether it's relaxing at home, travelling, or simply taking a few slower days, choose activities that help you recharge.
- **Get outside if you can** – spending time in nature is proven to reduce stress and improve mood.
- **Reflect and reset** – take a moment to think about what's working well for you and what small changes might improve your wellbeing when you return to work.

Taking a proper break is more than just time away from your desk—it's an essential part of staying healthy, motivated and productive.

So, switch off, enjoy your break, and come back feeling your best. You've earned it!

Updated UK Health & Safety Policy



We are pleased share our updated Cemex UK Health & Safety Policy which reinforces our continued commitment to protecting our people and achieving our goal of ZERO injuries.

You can find the updated Health & Safety Policy [HERE](#).

The policy outlines the standards expected of us all and the behaviours that help us maintain a safe and healthy working environment. It reinforces the importance we place on Health & Safety as a shared priority, while also recognising our commitment to providing the right resources and support to help everyone contribute to safe operations.

A Health & Safety Policy is important as it provides the foundation for how we manage risk, plan work, set expectations and build a positive safety culture. It is not simply a document, it is a practical statement of our intent and a guide for the decisions, actions, and behaviours that keep our employees, contractors, visitors, and communities safe.

All businesses and site teams are asked to review the updated policy and ensure it is used to guide local procedures, standards, risk assessments, task planning, safe systems of work, and day-to-day leadership conversations. The policy should also be brought to the attention of all employees, clearly communicated through local briefings or team discussions, and displayed prominently on-site notice boards so that it is visible and accessible to everyone.

Thank you for your continued leadership, commitment, and support in keeping Health & Safety at the heart of everything we do.

World Environment Day at Head Office

Colleagues at Head Office in Binley came together to mark World Environment Day by supporting a range of sustainability and community initiatives.

Donations of clothing, shoes, blankets, towels, sheets and curtains were collected for the Air Ambulance, while fiction books were donated to Friends of Danetre Hospital.

The event also saw the reintroduction of our recycling station, where employees can recycle used pens and milk bottle lids. Through our partnership with Edding, worn-out pens of any brand are collected, sorted with the support of social institutions that provide employment opportunities for people with disabilities, and then recycled into new EcoLine products. More than 70% of returned materials are reused, saving around 1.4 tonnes of CO₂ for every tonne recycled. Milk bottle lids are collected on behalf of Plymouth Ukraine Medical Aid, which sells them as recyclable material and uses the proceeds to support humanitarian aid efforts in Ukraine.



Colleagues also took part in fantastic interactive toolbox talks exploring the waste generated at Cemex, how it is managed and recycled, and what more we can do to reduce landfill. The sessions shared practical ideas for reducing waste at home, helping to lower both environmental impact and household costs.

Colleagues Lend a Hand in Dove Holes Community Cemetery Project

As part of our commitment to supporting local communities, Dove Holes colleagues Tom Owen, Steve Mellor, Steven Croft and Richard Hughes recently took part in a Community Lend a Hand Day to assist Dove Holes Parish Council with an important local project.

The Parish Council approached Cemex seeking support to help restore the village cemetery, where areas of grass had become heavily overgrown and difficult to access. The condition of the grounds was making it challenging for family members and visitors to reach and maintain the graves of their loved ones.

Working together, the Dove Holes team cut back the neglected grass and tidied the site, helping to make the cemetery safer, more accessible and presentable for the local community.



Their efforts were greatly appreciated by the Parish Council and local residents, who were delighted to see the grounds transformed. The project is a great example of how our colleagues can make a positive difference beyond the workplace by giving their time and skills to support causes that matter to local communities.

A big thank you to Steve, Steven and Richard for representing Cemex and demonstrating our values through their dedication and community spirit.

Susie Completes Dragon Ride Challenge for Macmillan

A huge congratulations to Susie Taylor from our Marine business, who has successfully completed the 2026 Dragon Ride challenge and raised almost £1,000 for Macmillan Cancer Support.

Anyone who knows Susie will know that she is never one to shy away from a challenge, but the Dragon Ride tested her determination, endurance and resilience to the limit. Through months of preparation and an incredible effort on the day, she crossed the finish line and achieved an outstanding personal accomplishment.

Even more impressively, Susie's fundraising efforts have generated almost £1,000 for Macmillan Cancer Support. The charity provides vital support to people living with cancer across the UK and works tirelessly to improve cancer care for future generations.

Thank you to everyone who supported Susie through donations and encouragement along the way. Your generosity will help Macmillan continue its invaluable work. If you'd like to support Susie you can still donate here: https://www.justgiving.com/page/susie-taylor-1?utm_medium=FR&utm_source=CL

Well done, Susie – a fantastic achievement for a truly worthwhile cause!



Adam's 100km Peak District Challenge



Last year, Geologist Adam Laybourne took on an impressive 50km race across the Isle of Wight, raising money for Mind UK. Most people would have considered that challenge enough for a lifetime. Adam, however, had other ideas.

This July, he's stepping things up in spectacular fashion by taking on the [Peak District Ultra Challenge](#) – a gruelling 100km continuous ultramarathon through some of the UK's most demanding terrain. The route covers an incredible 100 kilometres and includes more than 2,000 metres of elevation gain, testing both physical endurance and mental resilience. As Adam puts it, this may have been "a particularly poor decision" – especially now that race day is fast approaching!

But behind the challenge is a cause that means a great deal to Adam and his family. This year, he is raising money for [SANDS](#) (Stillbirth and Neonatal Death Charity), an incredible organisation that supports anyone affected by pregnancy loss or the death of a baby, while also working to improve bereavement care and fund research to save babies' lives. Every mile, hill, and aching muscle will be helping to raise funds and awareness for this important cause.

If you would like to support Adam and help him reach his fundraising target, any donation – large or small – would be hugely appreciated. You can donate here:

https://www.justgiving.com/page/adam-laybourne-4?utm_medium=FR&utm_source=CL

Good luck Adam!

Wellbeing Campaign – Anxiety Support

Most of us experience anxiety from time to time, it is a completely normal human response. However, anxiety becomes more challenging when those feelings are frequent, overwhelming, or start affecting our daily lives, relationships or work.

What Is Anxiety?

Anxiety is our body's natural response to perceived threat or danger. It's part of our built-in survival system, often known as the "fight, flight or freeze" response. When the brain senses something it believes may be a threat, it releases stress hormones that prepare us to react quickly. While this response can be helpful in genuinely risky situations, modern anxiety is often triggered by pressures, uncertainty or worries rather than physical danger. This can leave us feeling on high alert even when we are safe.

Common Signs of Anxiety

Anxiety affects people differently, but common symptoms can include:

Physical signs: Racing heart; muscle tension; headaches; sweating; feeling restless or on edge; difficulty sleeping; upset stomach.

Emotional and mental signs: Excessive worry; feeling overwhelmed; difficulty concentrating; irritability; fear that something will go wrong; feeling unable to switch off.

Common Triggers

Anxiety can be triggered by many different factors, including work pressures and deadlines; financial concerns; relationship difficulties; health worries; major life changes; lack of sleep; uncertainty or change; too much information and constant digital connection. Often anxiety develops from a combination of factors rather than one single cause.

In safety-critical environments, unmanaged anxiety can also affect focus and decision-making, making it even more important that we look after our mental wellbeing.

Simple Ways to Reduce Anxiety

While anxiety can't always be eliminated, there are practical steps that can help reduce its impact.

- **Focus on What You Can Control:** Anxiety often thrives on uncertainty. Ask yourself: *"What is within my control right now?"* Breaking larger problems into smaller actions can make situations feel more manageable.
- **Take a Breathing Pause:** When anxiety rises, breathing often becomes quicker and shallower. Try this simple technique:
 - Breathe in slowly through your nose for 4 seconds.
 - Hold for 4 seconds.
 - Breathe out slowly for 6 seconds.
 - Repeat a few times.

This can help signal to the brain that you are safe.

- **Reduce the Pressure to Be Perfect:** Perfectionism often fuels anxiety. Aim for progress rather than perfection and remember that "good enough" is often enough.
- **Move Your Body:** Physical activity helps reduce stress hormones and improve mood. This doesn't have to mean intense exercise. A short walk, stretching, gardening or any form of movement can help.
- **Prioritise Sleep:** Lack of sleep can significantly increase feelings of anxiety. Creating a consistent bedtime routine and reducing screen time before bed can make a difference.
- **Talk to Someone:** One of the most effective ways to manage anxiety is to talk about it. Speaking with a trusted colleague, friend, family member or professional can help put worries into perspective and reduce feelings of isolation.



✦ We have created this 5 minutes Anxiety Reset poster to share on workplace notice boards to support you in the workplace. You can find the poster at the end of this document and on the UK News download page [HERE](#)

Support Available

If anxiety is affecting you, support is available and you don't have to manage it alone.

- Access support through our Employee Assistance Programme (EAP) – call 0808 168 2143 or visit www.lifestyle-support.co.uk (Username: Cemex Password: cemex).
- [Anxiety UK](#): Specialist support, resources and advice for people experiencing anxiety.
- [NHS Anxiety Support](#): Practical self-help advice and tools for managing anxiety, stress and low mood.
- [Mind](#): Information, guidance and support on anxiety and mental health.
- [Samaritans](#): Available 24/7 if you're struggling to cope or need someone to listen.

Remember

Anxiety is a normal human experience, not a sign of weakness. By recognising the signs early, supporting one another and seeking help when needed, we can create a healthier, safer and more supportive workplace for everyone. Taking care of your mental wellbeing is just as important as taking care of your physical health—and small steps taken today can make a big difference tomorrow.

Organisational Changes

We would like to inform you of the following organisational changes:



Materials Aggregates

- **Carlie Harrison**, Assistant Quarry Manager Ryall Quarry, has been appointed as Quarry Manager Ryall Quarry, reporting directly to Mark Brown, Aggregates Operations Manager Midlands and South West.
- **Michael Roberts**, Quarry Manager Ryall Quarry, has retired from the company after 44 years of a successful career with Cemex. We want to thank Mike for his contribution and commitment to Cemex and wish him every success for the future.

Materials Asphalt

- **Neil Smithson**, Assistant Asphalt Plant Manager, Lincoln Asphalt Plant, has been appointed as Asphalt Plant Manager, reporting directly to Jason Barker, Asphalt National Operations Manager UK.
- **Gary Hayhurst**, Asphalt Plant Manager, has retired from the company after 41 years of a successful career with Cemex. We want to thank Gary for his contribution and commitment to Cemex and wish him every success for the future.

Materials Quality and Technical

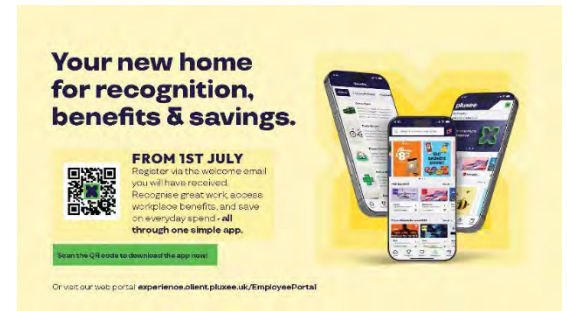
- **Alexander Dale**, Laboratory Technician, has been appointed Technical Manager Midlands, reporting directly to Richard Kershaw, Head of Technical Services UK.
- **Gilbert Morgan**, Senior Technical Manager, decided to leave the company after 21 years of a successful career with Cemex. We thank Gilbert for his contributions and commitment to the company and wish him every success for his new endeavours.
- **Sean Hanna**, we welcome Sean back to Cemex as Technical Manager Aggregates, reporting directly to Richard Kershaw, Head of Technical Services UK.

These changes are all now effective, unless otherwise indicated.

We congratulate these Managers and wish them success with their new responsibilities.

Introducing the New Pluxee App: Your Upgraded Benefits and Savings Experience

We have some exciting news to share. Launching on 1st July, your all new and upgraded employee benefits experience will go live! The enhanced Pluxee app and online platform brings your benefits, discounts and wellbeing support together in one place, making it easier to access the perks available to you. Designed to be more intuitive and accessible, the new platform helps you make the most of your benefits whether you're at work, at home or on the go. This will be replacing our current Pluxee employee lifestyle and benefits platform.



So, what's new?

From the 1st July you'll be able to enjoy:

- Easy access on phone or desktop – your benefits are always within reach.
- ***NEW*** Colleague recognition tools – helping celebrate our Cemex Values.
- Discounts at 500+ retailers – from everyday essentials to major brands.
- All your benefits in one place – simpler and quicker to use.
- Wellbeing support links – there for when you need them.

Everything has been designed to make your experience smoother, more rewarding and easier to use.

Why this upgrade matters

This is more than a new platform – it's a simpler, smarter way to access benefits and savings. It makes it easier to find what you need and get more value from what's already available to you. From saving money on your weekly shop to unlocking offers from leading brands, Pluxee is designed to support everyday life while also strengthening how we recognise and connect with colleagues. And the all new App for your phone makes it much easier for you to save on the go!!

Getting started

Getting started is simple. If you were registered previously on our employee benefits platform, or you have a Cemex email address, you will receive a welcome email from noreply@mail.pluxee.uk with registration instructions. If you were previously registered, you will need to register again for the new Pluxee App.

Once registered, complete the two-step authentication and you'll be ready to access the app or website straight away, from the 1st July. You will only need to use the authentication process the first time – after that you will be straight in.

To get the new Pluxee App, just scan the QR code in the poster at the end of this document and in the download section of the UK News website: www.cemexuknews.co.uk/downloads, to download it to your phone. Remember, the app and portal will only be live from 1st July onwards.

To access the new online web portal from 1st July, click this link:
www.experience.client.pluxee.uk/EmployeePortal

For Managers, if your team members do not have a Cemex email address and were not previously registered on our Cemex Lifestyle Portal, but they would like to register for this new Pluxee App, please ask them to send an email using their personal email address, to gb-compensation&benefits@cemex.com requesting a registration link. 📄 Please print and share the poster on your notice boards to let your off-line colleagues know about this new Pluxee App.

Don't miss out on your upgraded experience

We encourage all colleagues to log in and explore what's available. The sooner you get started, the sooner you can make the most of the enhanced features, exclusive discounts and improved access to your benefits.

From 1st July - log in, explore and start enjoying your upgraded benefits.

Look out in UK News for more information about forthcoming launch events, webinars, tips and benefits coming your way.

Celebrating Day of the Seafarer

Today we celebrate the UN International Day of The Seafarer. This is organised by the International Maritime Organisation and aims to increase awareness among the general public of the world's 1.5 million seafarers for their unique, and all-too-often overlooked contribution they make to the wellbeing of all of us. The day recognises the contribution of seafarers to global supply chains without which we would not have many of the resources and goods which we do.



We want to take this opportunity to thank all those who work onboard our ships and in the Marine team; thank you for your vital work to source Aggregate and safely deliver it to our customers.

To celebrate our Marine colleagues, we have created a short slideshow video featuring our Marine team from over the past 12 months.

Here is a short video to say a big thank you: [Seafarer 2026 \(1\).mp4](#)

Cemex Joins Climate Transition Roundtable at London Climate Action Week



Cemex recently participated in a high-level roundtable during London Climate Action Week, bringing together leaders from business, finance, the United Nations and civil society to discuss the future of corporate climate action.

The discussion focused on how climate commitments are evolving, with increasing emphasis on credible transition plans supported by clear accountability, strong governance and alignment with public policy. Participants also explored the challenges businesses face in balancing decarbonisation goals with energy security, competitiveness and wider economic pressures.

A key theme was the growing need to incorporate resilience, biodiversity and broader environmental impacts into business planning, alongside climate targets.

The event reinforced the importance of collaboration between industry and policymakers to ensure future regulatory frameworks are both ambitious and practical. Participation in discussions such as these helps Cemex stay engaged in shaping the transition to a lower-carbon future while ensuring the needs of our business and industry are represented.

Reminder - Assign Your Retention Tags To All Emails You Want to Keep

Please remember that all emails older than 180 days will be automatically and permanently deleted - you need to continually assign Retention Tags to retain your relevant emails now and going forward.

Any email that is not tagged will be automatically deleted 180 days after its creation date, which is the date on which the email was sent or received.

**Cemex Global
Data Retention Policy**

Please make sure that if you need to retain certain emails, you need to assign the corresponding 5 or 10-year retention tag based on operational and legal requirements before 2nd February 2026. You need to continuously tag relevant emails to retain them. If you don't need to retain any emails, no further action is required.

Remember – going forward your emails and email folders will need to be **continuously tagged** to retain them.

Follow this [GUIDE](#) to learn how to tag your emails and email folders in Outlook. Consult the “[Quick Guides](#)” and “[Data Retention Pathway](#)”.

Any questions? Contact GSC.

Leader of Opposition Visits Rugby Cement Plant

Earlier this month we were delighted to welcome the Rt Hon Kemi Badenoch MP, UK Leader of the Opposition, to our UK Rugby Cement Plant.

Hosted by members of our UK leadership team plus Martin Casey from the MPA, the visit provided an invaluable opportunity to showcase our operations and discuss the significant and urgent challenges facing the sector, from rising energy costs to increased imports and declining demand for construction materials due to the drop in infrastructure projects and market uncertainty.

As a business, we value open and honest dialogue with elected representatives and policymakers to ensure the importance of supporting the UK construction industry, and the vital infrastructure it builds, is well understood.



Do You Need Support?

Did you know that Cemex offers all employees a free, confidential employee assistance programme (EAP)?

You can find a guide all about how our new provider Optima Health can support you in the UK News website: [here](#)

Our EAP 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 Optima Health and not part of Cemex; we don't receive any employee specific information from them.

Contact the Employee Assistance Line 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
78-06-2026	Laboratory Technician	Materials - Technical	Southam Lab	25/06/2026
79-06-2026	Internal Sales Executive	Materials – Building Products	Dove Holes Block Plant	03/07/2026

80-06-2026	Internal Sales Executive	Materials – Building Products	Northfleet Block Plant	03/07/2026
81-06-2026	Transport Planner – (Fixed Term 12 months)	Materials – Customer Experience	Sheffield Office	30/06/2026

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internal communication digital tool



EMEA Region 

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

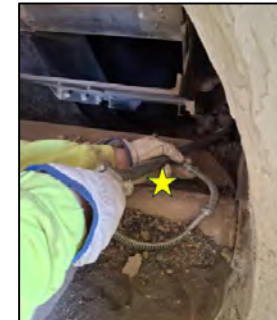
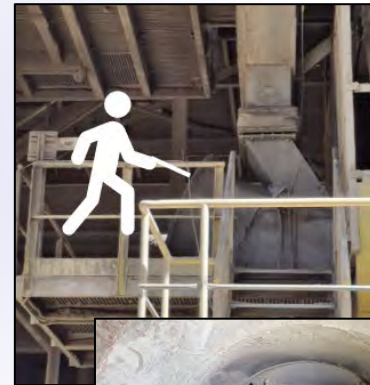
Due to the high moisture content of the pozzolan, a blockage occurred in the first chamber of Cement Mill VI. During the clearing operation, the injured worker used an air lance to clean the mill inlet neck. While moving the lance backwards, it struck a mill ball and changed direction unexpectedly. The lance became stuck in the material, causing the worker's left hand to hit the shaft of the cold air valve inside the neck. As a result, he suffered a cut to the tip of his little finger. He received medical treatment (two stitches) and later returned to work normally.

KEY FINDINGS

- | | |
|---|--|
| ✓ | PPEs: HV clothes, gloves, glasses, face shield and FFP3 mask |
| ✓ | Take 5, Job Safe Analysis format & LOTOTO procedure (Lockster) |
| ✓ | Safety chain between hose and air lance |
| ✗ | No existing designed protection for air lances |
| ✗ | Excessive force in the task |
| ✗ | High moisture content in Pozzolan |

REVIEW POINTS FOR ALL SITES

- Analyze existing unclogging tools in the plant more deeply, assessing whether it could set a safety risk by placing hands in the line of fire
- Improve control over the moisture content of incoming materials, rejecting those that exceed predetermined values and reducing the likelihood of blockages in the system



Look After Yourself
and Each Other



Tools and Equipment

INCIDENT DETAILS

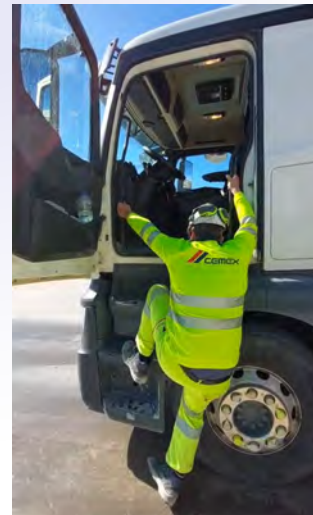
When the driver descended from the cab of the truck, he lost support with his right leg upon stepping onto the first step of the truck. As a result, he fell to ground level, with his body weight impacting the same leg, causing ligament injuries to the knee. The driver stated that he descended using the three points of contact and without haste. The condition of his boots was good, and the truck steps were equipped with anti-slip elements

KEY FINDINGS

- | | |
|---|---|
| ✓ | The driver was wearing the necessary PPE, including safety boots. |
| ✓ | The driver was approved on the driver's validation system. Training and induction in place |
| ✓ | The driver descended from the cabin using the 3 points of contact |
| ✗ | The driver did not place his foot correctly on the step, which caused the foot to not grip. |

REVIEW POINTS FOR ALL SITES

- Remember that when getting in and out of a truck, special attention must be paid to placing the foot fully on each step, avoiding contact only with the toe.
- Before climbing up or down, check the cleanliness of the steps, boots, and grab handles. Remove any debris and ensure the steps are clear of materials.
- Check surroundings, keep hands free, use grab handles, wear proper PPE, and always maintain three points of contact when getting in and out of a truck.



Housekeeping



Safe Systems

Enjoy the Match. Arrive Safe. Work Safe.

Enjoy the World Cup
responsibly.

Make sure you are fit,
rested and legal to
drive before getting
behind the wheel.

Thank you for
helping keep our
roads, workplaces
and communities
safe.



0

Zero4Life

 CEMEX

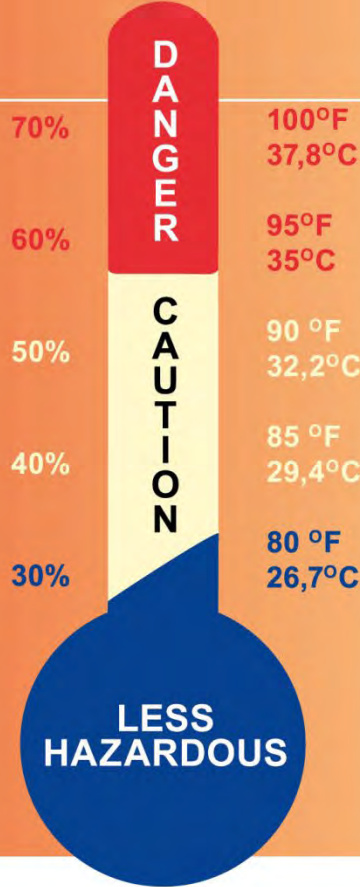
SIGNS AND PREVENTION METHODS FOR HEAT STRESS



HEAT EXHAUSTION

WATCH OUT FOR:

- Dizziness
- Light headedness
- Weakness
- Mood changes
- Irritability
- Upset stomach
- Vomiting
- Fainting
- Pale clammy skin



HEAT STROKE

WATCH OUT FOR:

- Dry, pale skin with no sweating
- Hot, red skin that may resemble sunburn
- Irritability
- Disorientation
- Seizures
- Inability to think clearly or respond to questions
- **Loss of consciousness**
- Unresponsiveness

FIRST AID

Never leave a worker with heat illness alone. The illness can take a rapid turn for the worse. When any signs are present, follow these steps:



Move the person to a cool/ shaded area



Cool the body - use a cold compress to the head, neck



Keep the person in a cool environment. Remove excess clothing and PPE if safe to do so



CALL FOR MEDICAL HELP IF: the person is confused, unconscious, or has seizures



Give cool water in small sips. If available, offer electrolyte drinks



Continue cooling the body, e.g. by wetting the skin



Place cold wet cloths, towels on the skin



Soak clothing with cool water

PREVENTION



Plan Smart - Do heavy tasks in cooler parts of the day. Rotate with your team. Work in pairs



Take a frequent breaks in a cool, shaded place



Drink lots of fluids in hot conditions



Rest when needed - don't ignore warning signs

Look Out for Each Other. Know the Signs.

Dizziness, cramps, sweating, nausea = Take action immediately!

Be safe out. Stay healthy.

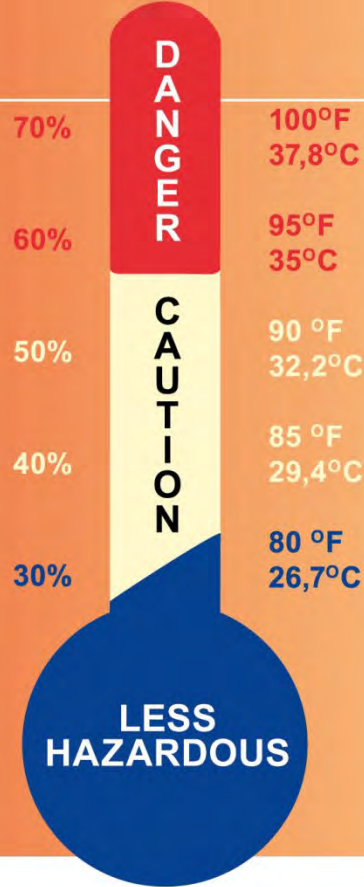
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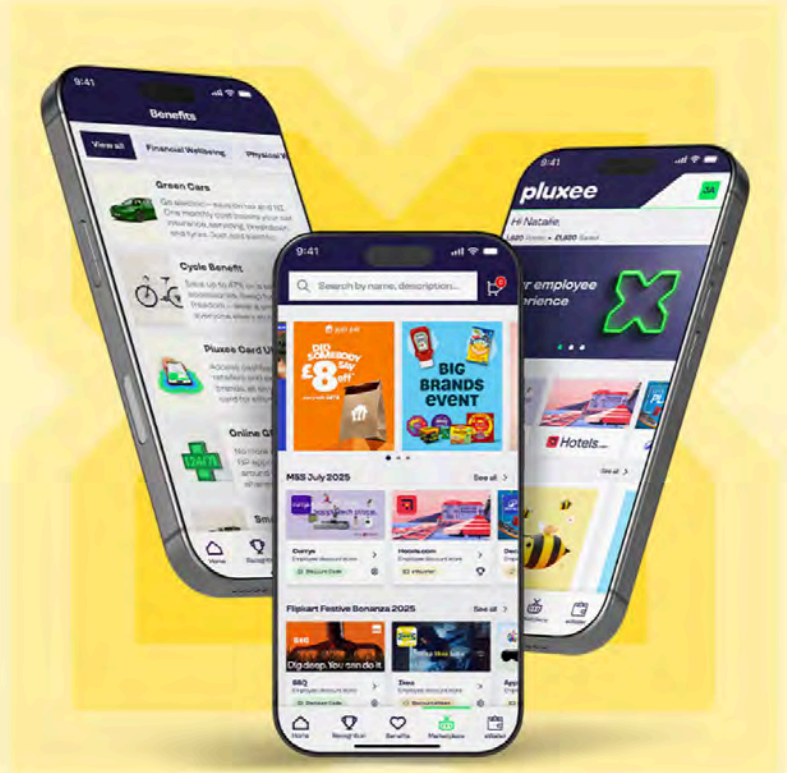


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Your new home for recognition, benefits & savings.

LAUNCHING 1ST JULY

Register via the welcome email you will receive.

**Recognise your colleagues, access workplace benefits, and
save on everyday spend - all through one simple app.**



Scan the QR code to
download the app!

Or visit our web portal:

www.experience.client.pluxee.uk/EmployeePortal

5-Minute Anxiety Reset

Feeling Overwhelmed? Try This.

Minute 1: Pause and Breathe

Try this simple breathing exercise:

- Breathe in through your nose for 4 seconds
- Hold for 4 seconds
- Breathe out slowly for 6 seconds
- Repeat for one minute

Longer exhalations help signal to your brain that you're safe.

Minute 2: Ground Yourself

Look around and notice:

- 5 things you can see
- 4 things you can feel
- 3 things you can hear
- 2 things you can smell
- 1 thing you can taste

This helps bring your focus back to the present moment.

Minute 3: Check the Facts

Ask yourself:

"What am I worried about?"

Then ask:

"What evidence do I have that this will happen?"

Anxiety often focuses on worst-case scenarios rather than likely outcomes.

Minute 4: Move

Stand up, stretch, walk to get a drink, or step outside for some fresh air.

Physical movement helps release tension and can improve focus and mood.

Minute 5: Focus on One Next Step

Rather than thinking about everything that needs to be done, identify one small action you can take next.

Ask yourself:

"What's the next useful thing I can do?"

Small actions create momentum and help reduce feelings of overwhelm.

Remember

You don't have to wait until anxiety becomes overwhelming before taking action.

A few minutes spent resetting can help improve focus, decision-making and wellbeing throughout the day.

Need More Support?

If anxiety is affecting your wellbeing contact our Employee Assistance Programme (EAP) 0808 168 2143 or visit www.lifestyle-support.co.uk (Username: Cemex Password: cemex).