



Welcome to UK NEWS

UK AGGREGATES

1 CELEBRATE
YEAR
ZERO
LTIS

Your bi-weekly update from
around Cemex UK

20th August 2026



www.cemexuknews.co.uk

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Health & Safety

Celebrating Significant ZERO LTI Milestones

UK Aggregates celebrate 1 Year ZERO LTIs

A huge congratulations to our colleagues across our UK Aggregates teams for achieving an incredible **one-year milestone of ZERO Lost Time Injuries (LTIs)**.

This is a fantastic achievement and a testament to the commitment of everyone across our Aggregates teams to putting health, safety and wellbeing first, looking after ourselves and each other every day.

Achieving ZERO in the challenging environments in which our teams operate demonstrates that **ZERO is possible**. With the right focus, behaviours and continued commitment to safety, our [#Zero4Life](#) objective can be achieved and sustained.



A huge well done to everyone involved. This is an achievement you can all be incredibly proud of!

New Safety/Driving Essentials Campaign

As part of our 2026 Health & Safety Improvement Plan, our EMEA Health and Safety team is sharing a bi-monthly focus on our Cemex Safety and Driving Essentials. During August and September our focus is on:

- **Safety Essentials: Isolation Procedures**

No work should start until all hazardous energy sources are identified, isolated, locked, tagged, and verified as zero energy. Consistent application of isolation procedures, supported by Risk Assessments, Permit to Work, and Take 5, is essential to preventing serious injuries.

- **Driving Essentials: Site Safety**

Safe deliveries and site activities rely on effective hazard identification, site assessment, compliance with site rules, and maintaining control of the work area. Stay alert to changing conditions and stop work if risks cannot be controlled. Applying Take 5 is essential.

You can find a series of visual messages [HERE](#):

- [Driving Essentials Site Safety_graphic](#)
- [Driving Essentials Site Safety](#)
- [Isolation procedures for safety essentials_graphic](#)
- [Isolation procedures for safety essentials](#)



In this campaign you will find a series of clear and simple visual messages reinforcing these themes and as before, the intention is to promote each of the Essentials through simple communication efforts, and through VFL interactions and discussions. Please use opportunities in meetings, site visits etc to discuss and raise their profile.

Customer Centricity

Cemex Supports Landmark Sustainable Development in London

Cemex is playing an important role in the redevelopment of 65 Crutched Friars in the City of London, supplying a high-quality lower carbon concrete solution for the landmark 20-storey scheme.

The development is targeting a BREEAM Outstanding rating, placing a strong emphasis on reducing embodied carbon while meeting demanding structural requirements. Cemex has supplied 13,000m³ of lower carbon concrete, including approximately 1,000m³ for slipform operations, with the project marking Cemex's first high-profile use of CEM II/A-L on a major City of London development.



The completed scheme will provide 782 purpose-built student rooms, alongside green spaces and a permanent new home for London's Migration Museum.

Working closely with McAleer & Rushe, Consarc Architects project partners, Cemex has combined innovative lower carbon materials, technical expertise and dependable delivery to help support the project's ambitious sustainability goals.

A great example of how collaboration and lower carbon solutions can help build a more sustainable future in our cities.

Read the full press release HERE: <https://www.cemex.co.uk/w/cemex-supports-landmark-redevelopment-of-65-crutched-friars-london>

Profitability

Dove Holes Block Plant Featured in BMN

Our Dove Holes Block Plant and Lex Russell, Managing Director of Cemex UK Materials, have been featured in the latest issue of Builders' Merchants News (BMN).

The feature highlights the work taking place at the Plant and provides an insight into Cemex's approach to supporting customers and the wider building products market.

You can read the full feature on pages 64–65 of the latest issue.

[Read the BMN feature](#)



Resilience, decarbonisation
and partnership

READ THE FULL ARTICLE
Pages 64 - 65



A big thank you to everyone who supported the feature and helped bring it together. We really appreciate your time, input and continued support.

Feathered Friends at Marine

Our Marine office in Southampton has welcomed plenty of visitors over the years, but two feathered friends have become firm favourites among the team.

Recently, colleagues came to the rescue of a young Whitethroat after it accidentally flew into the canteen window. Graham Osman gently picked up the dazed bird, which sat calmly on his hand for around five minutes before moving to his shoulder, where it remained for another 10 minutes. After taking advice, the team prepared a box and placed it in a shaded area to give the bird time to recover. However, as soon as it was placed in the box, it flew off happily on its way, much to everyone's relief.



The office is also home to a much more familiar avian character: Kevin the Oystercatcher. Named after a former employee, Kevin first earned his reputation by taking a particular interest in the wheels of Kevin's car, frequently admiring his reflection in the shiny surface. He also became known for pecking at the office window and leaving his mark on the windowsill!

While Kevin the employee left the business in 2018, Kevin the Oystercatcher remains a loyal visitor. Every year, he returns to nest near the office, continuing his tradition of pecking at windows, inspecting reflections and keeping colleagues entertained with his larger-than-life personality.

These unexpected wildlife encounters are a reminder of the unique location of our Marine operations and the wonderful connection we share with the natural world around us. Whether it's helping a young Whitethroat back into the wild or welcoming the return of a familiar feathered friend, there's never a dull moment at Southampton Marine!

Latest Environmental Briefing – Sustainable Policies

The latest Environmental Briefing covers updates to the Cemex sustainability policies, along with the associated policies.

The Environmental, Energy and Responsible Sourcing Policies have been reviewed and re-issued for 2026. The updates include refreshed branding, updated signatures and some wording changes, including revisions to the Environmental Policy to reflect the requirements of the recently issued ISO 14001:2026 standard.



Please take a few minutes to read the briefing and familiarise yourself with the updated policies. These documents demonstrate Cemex's continued commitment to environmental protection, energy efficiency, and sustainable resource use.

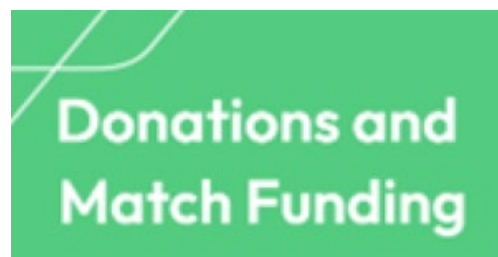
Please ensure these policies are displayed at all sites and that old versions are removed.

You can find the policies here:

- [Cemex Sustainability Policies – Responsible Sourcing](#)
- [Cemex Sustainability Policies – Environmental](#)
- [Cemex Sustainability Policies – Energy](#)

Reminder – Process for Donations and Match Funding

As part of our recent company restructure, the way we manage donations and match funding has changed. While we no longer have a dedicated social impact facility or budget, local teams are now empowered to support their communities directly, using their own resources and discretion.



Donations: What You Need to Know

If you or your team would like to make a donation of either cash or materials to a local community cause or charity, here's the new process:

1. If cash, seek approval from the agreed approver of your business unit (see table below).
2. The donation must be funded from your own departmental budget.
3. If the donation is to be material, you will need approval from the relevant business unit head.
4. Ensure the donation aligns with Cemex's global donations policy and overall strategic priorities.
5. Complete the donation form through Service Now via this [link](#) and upload all required documents, including:
 1. The completed donation form (in link)
 2. Approval from business unit lead
 3. Any supporting documentation if available

Note: The recipient of the donation must be set up as a vendor by the requester and paid via the usual payment methods. For information about how to set up a new vendor, see [here](#)

Approver for each business unit:

Business unit	Name
Cement operations and technical	Phil Baynes-Clarke
Cement commercial	Craig Williamson
Materials (including Technical, Operations & Commercial for all product areas such as Aggregates, Readymix, Asphalt, Mortars and Concrete products)	Lex Russell
Health & Safety	Robert House
Sustainability	Paul Fletcher
HR and Facilities	Lucy Forster
Communications, Marketing and Public Affairs	Sarah Murphy
Security	Colin Jones
IT	Simon Whitfield
Procurement	Miruna Donnell
Legal	Vishal Puri
Finance / Accounts	Michael David Lynn
Payroll	Maninder Singh Lully
Land Development and Property	Stephen Redwood

Match Funding: Same Process, Different Form

The match funding process mirrors the donation process, with one key difference:

- Use the match funding form instead of the donation form.

- [Internal Match Funding Applications Form Sept 2025](#)
- [Cemex External Funding Application Form Sept 2025](#)
- Cemex will match up to £200 per request.

Globally, our strategy for social impact has evolved and this new approach to donations is part of that. In the UK, we're embracing a locally driven model that empowers operational teams to support their communities in ways that reflect their unique needs and available resources.

Please keep the Communications team updated on any community activity so we can celebrate and share your stories in UK News and on social media.

Take Part - 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 until 18th September 2026.

Know Your Numbers: a simple check could make a big difference

We often know everyday numbers such as our phone and bank PINs etc, but what about the numbers that tell us something important about our health and wellbeing?

“Know Your Numbers” is about understanding key health measures, particularly blood pressure, cholesterol, blood sugar and weight. These numbers can help identify potential health risks before they become more serious.

Start with your blood pressure

High blood pressure, also known as hypertension, does not usually cause symptoms. This means you may have it without realising. If left untreated, it can increase the risk of serious health problems, including heart attacks and strokes.

A blood pressure reading has two numbers:

- **Systolic pressure**, the top number, measures the pressure when your heart pumps blood.
- **Diastolic pressure**, the bottom number, measures the pressure when your heart rests between beats.

You can have your blood pressure checked at a GP surgery, at many local pharmacies or by using a suitable home monitor, or in some of our Cemex offices/sites. The NHS advises people aged 40 or over who have not had their blood pressure checked for more than five years to arrange a check. Many pharmacies offer free checks for people aged 40 and over.

↓ Here are some **useful guides** to download, for learning more about High Blood Pressure and checking your own blood pressure:

- [Guidelines for Blood Pressure Testing](#)
- [Blood pressure chart for adults](#)
- [How to check your own Blood Pressure](#)

🔗 Online Resources:

- [Find out more about high blood pressure and where to get checked.](#)
- [Blood Pressure UK: Know Your Numbers](#)

Look at the bigger picture

If you are aged 40 to 74 and do not have certain pre-existing health conditions, you may be eligible for a free NHS Health Check. This usually includes checks of your height, weight, waist, blood pressure and cholesterol, with a possible blood sugar test.

🔗 [Check your eligibility for an NHS Health Check. \[nhs.uk\]](#)

Blood pressure is only one part of understanding your health. Other useful numbers include:

Cholesterol: too much cholesterol can contribute to blocked arteries and increase the risk of heart disease and stroke.

↓ Here are some useful guides to download, for learning more about Cholesterol:

- [Healthy Eating Guide - lowering cholesterol](#)
- [Blood Fats Explained](#)
- [Understanding high cholesterol - British Heart Foundation](#)

🔗 On line Resources:

- <https://www.heartuk.org.uk/national-cholesterol-month/ncm25>
- <https://www.nhs.uk/conditions/high-cholesterol/>



- <https://www.bhf.org.uk/information-support/risk-factors/high-cholesterol>
- <https://www.heartuk.org.uk/cholesterol/what-is-cholesterol>

Weight, BMI and waist measurement: these can provide a general indication of whether your weight may be affecting your health, although BMI is only a guide and does not suit everyone. These will be checked during your free NHS Health Check.

✦ You can find a poster with the QR to all our downloadable guides, at the end of this document and on the UK News download page [HERE](#). Please print and display on your workplace noticeboards and wellbeing boards.

Know Your Numbers: Three simple checks could make a big difference

1. Get checked

Ask your local pharmacy or GP practice about a blood pressure check. If you use a monitor at home, follow the manufacturer's instructions and NHS guidance carefully.

2. Record your results

Keep a note of your readings so that you can discuss them with a healthcare professional if required. Avoid comparing your numbers with other people, as individual circumstances and suitable targets can vary.

3. Make one positive change

Small, realistic changes can support your heart and overall health. You could:

- reduce the amount of salt in your diet;
- be more physically active;
- eat a balanced diet;
- maintain a healthy weight;
- stop smoking; or
- reduce your alcohol intake.

Taking a few minutes to understand your numbers could be an important first step towards protecting your long-term health. Get checked, know what your results mean and ask for support when you need it.

Rugby Cement Plant Showcases the Vital Role of UK Manufacturing

This week we welcomed Paul Adeleke, the new CEO of the Mineral Products Association to our Rugby Cement Plant, accompanied by Corin Crane, CEO of the Coventry & Warwickshire Chamber of Commerce and Board Member of the British Chambers of Commerce. They were taking part in a GB News special broadcast, exploring the essential role of cement and the wider mineral products sector in supporting UK construction, infrastructure, housing and economic growth.

The visit, coordinated by Dan Mann, Public Affairs, provided a valuable opportunity to introduce a national audience to an industry that often has low public visibility, explaining what Cement is, why it matters and the everyday realities of running one of Britain's biggest Cement Plants. Discussions highlighted the plant's role as a major local employer and community partner, providing high-quality, well-paid jobs while contributing to the local and regional economy.

Among those interviewed alongside Paul and Corin, were Cemex's Craig Williamson, Steve Redwood and Mary-Ann Macinnes Collins. They discussed both the industry's significant contribution and the acute practical challenges facing UK manufacturing today. A particularly powerful theme was Cemex's generational connection with the local community, with members of the same families building long and successful careers with the business. This reflects the strong local ties created by plants, quarries, factories, depots, wharves and railheads across the mineral products sector.



A big thank you to everyone who supported the visit, with a special shout-out to Jamie Jordan for hosting our guests and showing them around the site. Thank you also to Craig, Steve and Mary-Ann for sharing their insights and representing Cemex, Rugby Cement Plant and our wider industry so positively.

Terry Clair Says Goodbye After 27 Years

After an incredible 27 years with Cemex, Tereance Clair, S&C Business Manager in our Rail Solutions business, is preparing to close one chapter and begin an exciting new one. From joining the business in 1999 as a Chargehand to his current role as S&C Business Manager, his career has been one of dedication, development and a genuine commitment to the people and business around him.



In this farewell message Terry reflects on his journey at Cemex, the people who have shaped it, the transformation of Somercotes and his pride in what the Rail S&C team has achieved together. We'd like to share his words below and take the opportunity to thank him for 27 years of contribution to Cemex. We wish him every success and happiness for the next chapter.

Words by Terry Clair:

"After more than 27 years with Cemex, the time has come for me to move on and begin a new chapter. I had always thought I would leave quietly, but after dedicating so much of my working life to one business, one industry and, most importantly, one group of people, it feels right to pause, reflect and say thank you.

I joined the business in 1999 as a Chargehand and leave as the S&C Business Manager. Over that time, I have grown with the business, learned from excellent people and been proud to contribute to a sector that plays such an important role in the UK rail infrastructure network.

Somercotes has been more than a workplace. It has shaped who I am professionally through challenge, learning, mistakes, development and the privilege of working with people who genuinely care about what they do.

Cemex has played a major part in my personal and professional growth. I am grateful for the trust, opportunities and support I have been given, and for those who helped shape the way I lead, with compassion, accountability, clear direction and belief in people.

I am proud of the role I have played in building a business around its people, while staying focused on customers, operational standards and quality. The success of Rail S&C has been driven by teamwork, resilience and a shared commitment to keep improving.

I have always believed strong performance comes from understanding the detail: the customer, product, process, people and risks. When those things come together, results follow.

Health and Safety has been one of Somercotes' greatest achievements. The transformation came from people changing their mindset, challenging old ways of working and choosing to look after each other every day. I leave with mixed emotions, but also with confidence. The business is in a strong position, with a capable team and exciting opportunities ahead.

To everyone who has supported, challenged, encouraged, trusted and worked alongside me over the last 27 years, thank you. You have all contributed to a journey I will always look back on with pride and appreciation. I leave Cemex with lasting memories, lifelong friendships, immense pride and genuine gratitude. It has been a privilege."

Halkyn Hosts Becca Martin MS



Massive thanks to Andrew Edwards, Philip Brewer and all the Halkyn team for hosting Becca Martin MS (Member of the Senedd) and Geraint Thomas (from Llyr Gruffydd MS' office) to Halkyn quarry for an intro into our operations and a site tour.

Becca was elected as Plaid Cymru Member of the Senedd for Clywd in May, and this was her first visit to a quarry, giving her the perfect introduction to our industry, with us able to give her a briefing on the challenges we are facing, and the opportunities for the site and our company.

Becca said: "Great to visit Cemex Halkyn quarry at Pant-y-Pwll Dŵr today and see the huge contribution it makes to Flintshire... a great example of the skilled jobs and long-standing community connections that matter to rural Flintshire - and a reminder of why we need a long-term, strategic approach to infrastructure investment in Wales."

Building relationships with political stakeholders, of all parties, is essential to ensure we are promoting favourable regulatory outcomes, and to ensure that the elected representatives of our communities understand the valuable contributions we make to the local, regional and national economies.

Celebrating 15 Years Service at Sea

Congratulations to Krzysztof Zadala, an Able Seaman on board our dredger, the Sand Falcon, who celebrates an impressive 15 years service with Cemex on 24th August.

To mark this fantastic milestone, Master on board Tom Breen, presented Krzysztof with his long-service recognition letter.

A huge thank you to Krzysztof for his dedication and contribution over the past 15 years, and congratulations on reaching this special milestone!



NEW Code of Ethics – Read and Sign It Today!

This is a reminder that all Cemex employees are required to read and sign our updated Code of Ethics and Business Conduct.

Our updated **Code of Ethics and Business Conduct** reflects who we are today and the standards we uphold across all roles, locations, and levels. It is a practical guide for everyday situations, especially when the right course of action is not immediately clear. The Code sets shared expectations, reinforces our values, and helps us act with integrity when facing ethical dilemmas, business pressure, or complex decisions. It also reminds us that ethical behaviour is everyone's responsibility and that our choices, big or small, shape the way we do business. This Code is not about compliance for its own sake. It is about clarity and shared expectations and ensuring that every person in this company feels respected, supported, and proud to be part of Cemex.

CEMEX

**The Code reflects who we are.
You bring it to life.**

Check out and sign the updated
Code of Ethics.



Scan to
sign!

ETHOS



Action Required

It is **mandatory** that **every Cemex employee** reads and signs the Code of Ethics and Business Conduct.

Employees with a Cemex email address:

For employees **with a Cemex email address**, who have not already read and signed, please use the following links:

1. **Read** the Code of Ethics (the document can be found using the link from this page – top right): <https://my.cemex.com/policies-and-controls/43382/code-of-ethics-and-business-conduct-global>
2. **Sign** the Code of Ethics. <https://forms.office.com/r/2kKCEkE8uq> (you will need your employee number)

Managers – Please ensure that team members **without a Cemex email address** have access to the information and QR codes below so they can read and sign the Code. Please note that the PDF document may take a few moments to open.



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.



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.

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).

Do you need support?



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

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
104-08-2026	Fitter	Rail – Rail Products	Rochester	20/08/2026
105-08-2026	Multi Skilled Operative	Materials - Aggregates	Dove Holes	25/08/2026
106-08-2026	Multi Skilled Operative	Materials – Aggregates	Jarrow Wharf	21/08/2026
107-08-2026	Negotiator	Procurement	Binley Office	31/08/2026
108-08-2026	Sales Executive	Materials - Readymix	Oldbury Office	31/08/2026

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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.

WELLBEING STRATEGY GROUP
SEPTEMBER FOCUS



KNOW YOUR NUMBERS



In September, we are focusing on the theme 'Know Your Numbers', as part of our Wellbeing calendar.

Scan the QR code to access your downloadable resources.

