



Welcome to UK NEWS



Your bi-weekly update from
around Cemex UK

1st October 2026



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Health & Safety

Latest Safety Alerts



We are sharing three Safety Alerts following incidents that occurred in EMEA. Please take the time to review and discuss each of them. They relate to a driver who was injured when he stepped onto a damaged steel plate at a customer site, a contractor working at height on a roof without the proper

equipment, and a dumper truck rollover at a quarry.

You can find these Safety Alerts at the end of this document and on the UK News download page [HERE](#).

Please use the Alerts to discuss the importance of proper task planning and risk management processes, including Take 5, and to ensure that safe working methods are known, monitored and followed.

✦ 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>

Choosing the Right Footwear for the Job

The right personal protective equipment (PPE) is essential to keeping ourselves and others safe. To help clarify footwear requirements across Cemex operations, updated guidance has been issued on the selection and use of safety footwear.

Lace-up safety boots with steel or composite toe protection and suitable ankle support remain the standard footwear requirement across Cemex sites. These boots provide greater stability and ankle protection when working on uneven ground and around operational plant and equipment.

The guidance also provides clarification on the use of safety Wellington boots. These may be worn where specific work activities or site conditions require them, such as:

- Working in waterlogged areas
- Slurry handling operations
- Wet cleaning tasks

However, once these conditions no longer apply, colleagues should return to wearing lace-up safety boots as the standard footwear.

! Importantly, the guidance reinforces that rigger boots are not permitted on Cemex sites.

While safety Wellington boots offer protection in certain environments, they provide less ankle support than lace-up boots and may increase the risk of slips, trips, falls and ankle injuries when used in unsuitable conditions.

Choosing the correct safety footwear

Lace-up safety boots with steel or composite toe protection and suitable ankle support remain the standard footwear requirement across all Cemex operations.

! Rigger boots are NOT PERMITTED on Cemex sites.

Safety Wellington boots may be used where specific work activities or site conditions require them:

- waterlogged areas
- slurry handling operations
- wet cleaning tasks.

Once these conditions no longer apply, colleagues should return to wearing lace-up safety boots as the standard footwear.

Zero4Life

Personal Protective Equipment
Always wear the correct PPE.

CEMEX

Managers

Please help reinforce these requirements by:

- Sharing the guidance with all site personnel.
- Ensuring contractors, hauliers, visitors and drivers are aware of the footwear requirements.
- Displaying the accompanying poster on noticeboards, welfare facilities and other prominent locations.
- Using the accompanying PowerPoint slide to reinforce the message through toolbox talks, site inductions and routine safety discussions.

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

Selecting the right footwear for the conditions is an important control measure that helps protect everyone working on our sites. Thank you for your support in communicating and reinforcing these requirements across Cemex operations.

Stay safe. Choose the right footwear for the task and conditions every time.

Smart Glasses or Wearable Technology Prohibited

In response to recent incidents involving colleagues wearing AI-powered smart glasses while at work, Cemex has introduced new guidance prohibiting the use of smart glasses and any other wearable technology while driving.

As wearable technology becomes more common, devices such as [AI smart glasses](#) can look almost identical to standard prescription glasses or sunglasses. However, they can display information directly in the wearer's field of vision and offer features including messaging, video playback, navigation, recording and other applications, creating a significant distraction.



To help keep everyone safe, the use of smart glasses or any wearable technology is strictly prohibited while driving and in any situation where distractions could create a safety risk. This applies to all employees and contractors across our operations.

Whether you're behind the wheel, operating plant or equipment, or carrying out any task on site, your full concentration, without distractions, is needed at all times. Even a momentary distraction can have devastating consequences for you, your colleagues and members of the public.

Please take a moment to reflect on the importance of staying focused. By eliminating distractions and remaining fully attentive, we can all play our part in ensuring everyone goes home safely every day.

Celebrating Success at the Cemex Global Health & Safety Awards



The UK Health & Safety Committee celebrated the success of our UK teams in the Health & Safety categories of the Cemex Global Awards, with awards presented by Graham Russell, Materials VP Europe. This year's results showcased the outstanding work taking place across Cemex UK.

Among the winners was the Prostate Cancer PSA Testing Programme at Rugby Cement Plant, which received the Fit4Life Contribution Award for its positive impact on colleague health and wellbeing. Tilbury Grinding Plant enjoyed particular success, receiving the Health & Safety Sector Award for Cement Grinding Best Performance and the Operational Performance Value Generation Award in the Cement category. The site was also recognised closer to home, having recently been awarded the prestigious Cemex UK Safety Sword by the UK Health & Safety Committee in recognition of its exceptional commitment to health and safety. These awards were collected on behalf of the Cement business and Tilbury by Phil Baynes-Clarke, UK Director Cement Operations.

Elsewhere, Midlands Aggregates received the Health & Safety Sector Award for Aggregates Best Performance, which was accepted by Carlie Harrison, while Aggregates Supply Chain UK was recognised for Road Transportation Best Performance, with Rob Wilkinson and Dave Dench collecting the award on behalf of the team. UK Readymix was honoured with the prestigious Zero4Life Award, accepted by Chris Rudd, and Home Counties Aggregates received an Operational Performance Value Generation Award in the Aggregates category.

These achievements reflect the dedication, teamwork and commitment of colleagues across Cemex UK who continue to put health, safety, wellbeing and operational excellence at the heart of everything they do.

Congratulations to all of our winners and everyone who contributed to these fantastic achievements. Your efforts continue to make Cemex a safer, healthier and stronger business.

UK Teams Take Safety Time Out

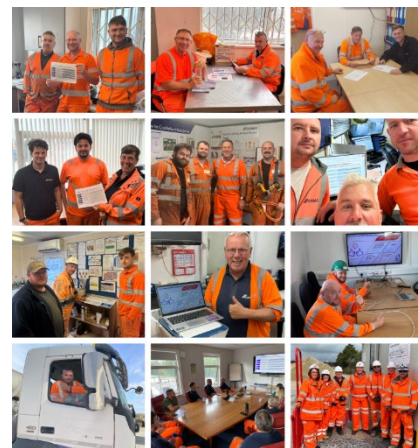
Teams from across Cemex UK took part in the recent Regional Safety Time Out, joining colleagues across EMEA to pause, reflect and reinforce the importance of keeping safety at the heart of everything we do.

From our Northwest Readymix and Asphalt operations to Southam, Warrington Rail depot, Castleford Concrete Plant and our Plant and Field Technician teams, colleagues came together to discuss recent incidents, share learning and have open conversations about how we can all work more safely every day.

A consistent theme across the discussions was the importance of completing effective Take 5 risk assessments, following safe systems of work, speaking up when something does not look right and looking after one another. Teams also discussed site-specific risks, seasonal challenges as we move into autumn and winter, and the dangers of becoming complacent with routine tasks.

The positive engagement seen across our UK businesses highlighted the strength of our Zero4Life culture and our shared commitment to ensuring that everyone goes home safely at the end of every day.

Thank you to everyone who took part and contributed to the discussions. Together, we continue to stop, reflect, learn and make safety our number one priority.



Action for Happiness – Optimistic October



Why not download this month's Optimistic October – 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!

In a world full of uncertainty and cynicism, we can make a meaningful difference by encouraging more hope and possibility. Hope is possible, even in difficult times. You can be a 'realistic optimist' this month by taking small positive steps and helping others.

Want to find out more about Action For Happiness? Check out their website for further help and guidance: <https://actionforhappiness.org/>

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

Vanessa King, Head of Psychology at Action for Happiness, shares her top tips for Optimistic October based on the 10 Keys for Happier Living. Watch this [HERE](#)

UK Cement Supply Chain Team Achieves One Full Year LTI-Free



Congratulations to our UK Cement Supply Chain team on reaching the fantastic milestone of one year with zero Lost Time Injuries (LTIs).

This has been achieved through your continued safety leadership and commitment, together with close collaboration and engagement across the wider UK teams. Please take time to recognise this achievement with your team, our drivers and

hauliers. Continue to lead by example and ensure safety remains our focus and number one priority every day.

Well done.

Cyber Security Warning

We have recently seen an increase in ClickFix attacks targeting employees across our region. This social engineering technique uses a fake website verification prompt (known as CAPTCHA) to trick you into running commands or installing malicious software on your computer.

A **genuine** CAPTCHA may ask you to:

- ✓ Select images from a grid.
- ✓ Solve a simple puzzle.
- ✓ Type random characters shown in an image.

A **suspicious** verification may ask you to:

- ✗ Copy and paste text.
- ✗ Open a system window on your computer.
- ✗ Follow instructions outside the webpage.
- ✗ Complete unusual verification steps.

These requests are not part of a normal security check and may be an attempt to take control of your computer or install malicious software.

If anything seems unusual:

- Stop immediately.
- Do not follow the instructions.
- Close the website.
- Report the incident to the Global Service Centre (GSC).

Please remain vigilant. Thank you for helping to protect Cemex data and systems.

CEMEX

Identify a ClickFix SCAM

Spot the difference:

Legitimate vs. ClickFix Scam

Be cautious if a webpage asks you to take unusual actions beyond selecting images, solving a puzzle, or typing characters.

This could be ClickFix:
A social engineering technique that tricks users into copying, pasting, or running commands outside the webpage, disguised as a CAPTCHA or human verification.

Legitimate Verification
You may be asked to:
✓ Select images
✓ Solve a simple puzzle
✓ Type random characters

Suspicious Verification (ClickFix SCAM)
A verification request **should never** ask you to:
✗ Copy and paste text
✗ Open a system window on your computer
✗ Follow instructions outside the webpage
✗ Complete unusual verification steps

Stop. Verify. Report. If something feels unusual contact GSC through their Teams channel.

Future in Action

Rugby Cement Plant Opens for Heritage Open Days



As part of this year's Heritage Open Days, around 100 members of the public joined us for a unique look behind the scenes at our Rugby Cement Plant, exploring 160 years of industrial heritage while discovering how we continue to support local infrastructure, employment, innovation and sustainability.

Visitors enjoyed site tours, presentations and even the chance to take in stunning Warwickshire views from the top of our 120-metre preheater tower.

Did you know?

- 👍 Rugby Cement Plant has been producing Cement on its current site since 1865, marking 160 years of Cement-making heritage in 2025.
- 👍 In 1870, Portland Cement was first produced, and the company changed its name to Rugby Portland Cement Company Limited.
- 👍 The Plant's first rotary kiln was built in 1910, helping to modernise Cement production and transform the industry.

 You can watch the video highlights of our Heritage Open Day [HERE](#).

Latest Earthly Matters Blog



The latest edition of Earthly Matters, our partnership blog with the RSPB, highlights important conservation work taking place at Berkswell Marsh SSSI, next to Cemex's Berkswell quarry. RSPB Senior Business Conservation Adviser, Carl Cornish, shares how specialist habitat management is helping protect valuable wetland environments and the wildlife that depends on them.

You can read the Blog at the end of this document and on the UK News download page [HERE](#).

This month's Action for Nature encourages colleagues to give wildlife a helping hand as autumn approaches by leaving seed heads and fallen leaves in gardens and outdoor spaces, providing food and shelter for birds, insects and other species preparing for winter.

The Blog also features a Focus on Fens, exploring why these rare wetlands are so important for biodiversity and how active management helps preserve them for future generations.

Collaboration, Innovation and Action: Accelerating Cement Decarbonisation

In a thought-provoking article following New York Climate Week, Cemex CEO Jaime Muguiro shares his view on what it will take to accelerate the decarbonisation of cement while maintaining affordability, performance and competitiveness.

Highlighting the progress already being made through Cemex's Future in Action programme, Jaime explains why collaboration across industry, government, finance and customers is essential to scaling lower-carbon solutions. He also discusses the role of innovation, supportive policy frameworks and the importance of preparing for future technologies such as carbon capture.



In the article Jaime says: "One message from the discussion was especially clear to me: the transition is not about waiting for one perfect solution. It is about using every responsible lever available today while creating the conditions for the next generation of solutions to become viable at scale. That means continued innovation from industry, stronger collaboration across the value chain, and an environment that supports the broader adoption of lower-carbon solutions."

Read the full article [HERE](#) to explore how Cemex is helping drive the transition to lower-carbon construction and why everyone has a role to play in building a better future.

Biodiversity Webinar: What Does Nature Positive Mean in Practice?



Join us for our Biodiversity Webinar and discover how Cemex is helping protect and restore biodiversity across our operations.

Hear inspiring examples from across EMEA and our headquarters, including the El Carmen Conservation Management Program, and explore how each of us can contribute to a more sustainable future.

8th October at 2pm – you will have received an Outlook invitation.
Join via Zoom here: <https://cemex.zoom.us/j/85253224915>

Together, we can make a positive impact on nature and help build a more sustainable future. We look forward to seeing you there!

Tom Takes on the London Half Marathon for a Cause Close to His Heart

Colleagues are being encouraged to support Tom Barnes, Lab Technician at Northfleet Block Plant, who is taking on the London Half Marathon to raise money for ECHO – Evelina Children's Heart Organisation.

ECHO is a charity that provides vital support to children with heart conditions and their families. The cause is particularly meaningful to Tom, as the charity has helped support both his family and his son Freddie, through a challenging time.



Described by colleagues as a positive and down-to-earth member of the team, Tom is aiming to give something back to the organisation that has made such a difference to his family's life. He is hoping to raise valuable funds to help ECHO continue supporting other families facing similar experiences.

If you would like to support Tom's fundraising efforts, donations can be made via his JustGiving page [HERE](#).

A huge, good luck to Tom from everyone at Cemex as he takes on this fantastic challenge!

Profitability

Two Million Tonnes Milestone

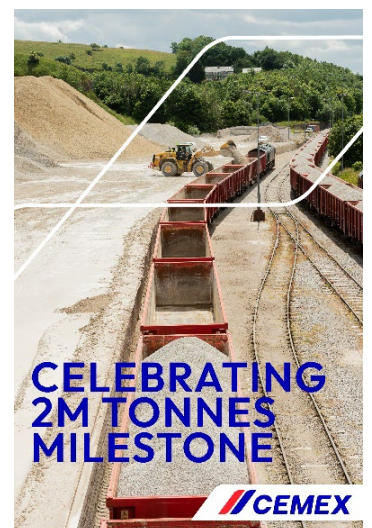
This week we reached an impressive milestone as the 2 millionth tonne of material was transported by Rail in 2026, from Dove Holes quarry to Salford.

What makes this achievement so remarkable is that we reached it just six days behind last year's record pace, despite the significant challenges currently facing the construction market. This success is a testament to the teamwork, dedication and commitment shown right across the business.

A huge thank you goes to our teams at Dove Holes, the Rail Logistics team, our colleagues operating the terminals, and the freight operating companies who work tirelessly to deliver materials safely and efficiently to our customers.

Reaching two million tonnes by Rail is a fantastic achievement that demonstrates the strength of collaboration across our supply chain.

Thank you to everyone who has played a part in making it happen.



World Mental Health Day 2026: Taking Care of Ourselves and Each Other

On 10th October we mark World Mental Health Day, an important reminder that looking after our mental wellbeing is just as important as looking after our physical health.

At Cemex, we are committed to creating a workplace where colleagues feel supported, valued and comfortable speaking up if they are struggling. Whether you're facing challenges yourself, supporting a colleague, or simply looking for ways to improve your wellbeing, a wide range of resources are available to help.

Support Available to You

Our Mental Health resources library includes practical guides, posters, videos and signposting information covering a range of topics, including:

- How to start conversations about mental health.
- Recognising when something may be wrong and spotting the signs of poor mental wellbeing.
- Supporting a colleague, friend or family member who may be struggling.
- Managing anxiety, stress and uncertainty.
- Understanding burnout and how to protect your wellbeing.
- Resources focused on emotional wellbeing during periods of change.
- Information about external organisations offering specialist support and advice.

➡ These resources are available [HERE](#), or by scanning the QR code in the image.

For further online support, please try these organisations, which offer a wide range of information and resources: <https://www.mentalhealth.org.uk/> or <https://mentalhealth-uk.org/>.

Employee Assistance Programme (EAP)

Did you know that all Cemex employees have access to a free and confidential Employee Assistance Programme (EAP), provided independently by Optima Health. The service is available 24 hours a day, 7 days a week and offers support on a wide range of issues, including:

- Stress and anxiety
- Mental wellbeing
- Family and relationship concerns
- Bereavement
- Financial worries
- Work-related challenges

Our EAP is completely confidential and Cemex does not receive information about individuals who use the service. 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).

Site Managers – please print the EAP poster which is at the end of this document and on the UK News download page [HERE](#) – and ensure there is a copy on all workplace notice boards.

Let's Keep Talking

One of the most important things we can do is check in with one another. A simple conversation can make a real difference. Taking time to ask a colleague how they are doing, listening without judgement and encouraging them to seek support when needed can help create a more caring and supportive workplace.



This World Mental Health Day, we encourage everyone to take a few minutes to explore the resources available, download any materials that may be useful, and share them with colleagues through workplace noticeboards, wellbeing boards and team discussions.

You can access the full range of mental health resources on the UK News download page: [Mental Health Resources Library](#).

Remember: you are not alone. Support is available, and reaching out is a sign of strength, not weakness.

Celebrating Long Service Awards

We would like to congratulate the following colleagues on reaching long-service milestones in summer 2026. We appreciate all your contributions and hard work over the years and hope you enjoyed your celebrations.



June

- Mathew Wright, Relief Plant Manager at Leeds Concrete Plant, celebrates 25 years
- Stephen Prattley, Plant Manager at Pershore Concrete Plant, celebrates 25 years
- Alan Caird, Senior Project Manager at an external office, celebrates 40 years

July

- Adam Bradbury, Quarry Manager at Langley Quarry, celebrates 15 years
- Alex Maybury, Sales Representative at Birmingham Asphalt Plant, celebrates 15 years
- Andrew Fletcher, Multi Skilled Operative at Dove Holes Quarry, celebrates 15 years
- Brendan Scott, Maintenance Manager at Dove Holes Quarry, celebrates 15 years
- David Tomlinson, Plant Technician at Cemex House, celebrates 15 years
- Edwin Broster, Logistics Supervisor at Dove Holes Quarry, celebrates 15 years
- Gary Morton, Multi Skilled Operative at Angerstein Wharf, celebrates 15 years
- Joseph Reilly, Logistics Supervisor at Angerstein Wharf, celebrates 15 years
- Julian Chandler, Class 1 Driver at Dove Holes Quarry, celebrates 15 years
- Lorraine Foan, Fleet Coordinator at an external office, celebrates 25 years
- Louise West, Engineering Coordinator at Cemex House, celebrates 25 years
- Matthew Cooper, Transport Planner at Cemex House, celebrates 15 years
- Paul Hopkins, Multi Skilled Operative at Birmingham Asphalt Plant, celebrates 25 years
- Paul Lucas, Logistics Supervisor at Angerstein Wharf, celebrates 15 years
- Stephen Luff, Logistics Supervisor at Swinderby Quarry, celebrates 15 years
- Stephen Walker, Maintenance Senior Technician Kensworth at Southam Quarry, celebrates 25 years

August

- Andrea Ingham, Fleet Coordinator at Stockton Office, celebrates 25 years
- Danielle Allen, Sales Representative at Liverpool Asphalt Plant, celebrates 15 years
- David Batson, Operative at Building Products Northfleet, celebrates 15 years
- David Sargeant, Mechanical Supervisor at Rugby Cement Plant, celebrates 15 years
- Jamie Banham, Class 1 Driver (Tipper) at Hatfield Quarry, celebrates 15 years
- Mark Lawton, Fitter at Dove Holes Quarry, celebrates 25 years
- Stephen Bath, Operative at Building Products Northfleet, celebrates 15 years

September

- Anthony Carroll, Operative at Salford Depot, celebrates 40 years
- Darren Ward, Foreman Fitter at Dove Holes Quarry, celebrates 15 years
- David Blythin, Operative at Raynes Quarry, celebrates 15 years

- Jacqueline Horabin, Aggregates Sales Manager at Huyton Office, celebrates 15 years
- Kenneth Head, Class 2 Driver at Selby Asphalt Plant and Depot, celebrates 15 years
- Paul Hickinbottom, Service Engineer at Dove Holes Dry Silo Mortar, celebrates 25 years
- Steven Watson, Assistant Quarry Manager at Dove Holes Quarry, celebrates 25 years

October

- Helen Kinsella, Internal Sales Representative at Huyton Office, celebrates 40 years
- Zac Middleton, Process Controller at Rugby Cement Plant, celebrates 15 years
- James Taylor, Sales Executive at Bedford Office, celebrates 15 years
- Jake Gregory, Plant and Field Technician at Watford Concrete Plant, celebrates 15 years

Local Government Reorganisation: Two councils, one economy and fresh ambition for the future



Cemex's views on the future of local government and economic growth in Warwickshire have been featured in a blog article, written by Public Affairs Manager, Dan Mann, and published by the Coventry & Warwickshire Chamber of Commerce.

The article explores the implications of the Government's decision on local government reorganisation in Warwickshire and what it means for businesses across the region. It highlights Cemex's longstanding support for a single unitary authority for Warwickshire, while recognising that the focus must now shift towards ensuring the new arrangements deliver certainty, investment and growth for residents, communities and businesses alike.

The piece also underlines the importance of strong collaboration between the new authorities, particularly given Warwickshire's highly interconnected economy. With many Cemex operations located across the county, including our world-leading Rugby Cement Plant and UK headquarters in nearby Coventry, decisions on planning, infrastructure and economic development have a direct impact on our ability to invest, grow and support local communities.

Looking ahead, the article calls on the emerging authorities to work closely with businesses of all sizes and ensure that economic growth remains at the heart of future decision making. It concludes that, with the right ambition and partnership between the public and private sectors, local government reorganisation can become a catalyst for growth across Warwickshire.

Read the full article: <https://www.cw-chamber.co.uk/news/cemex-200826/>

Pluxee App – Getting Notified

If you have downloaded the new Pluxee UK App now is the time to set your notifications so that they work for you. Push notifications help you stay informed and boost engagement by letting you know when you've been recognised and sent an e-card.

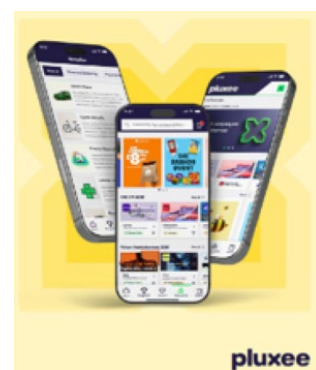
How to enable notifications:

1. Go to Account
2. Select Notifications
3. Toggle notifications On

That's it! You'll now receive notifications whenever you've been recognised.

Want to find out more about using the Pluxee App? Check out the recording of the webinar with Tom from Pluxee [HERE](#).

Watch his live demo as he explains:



- How the Pluxee marketplace discounts and wider benefits come together in one easy-to-use app.
- How to find hundreds of places to save and make your money go further.
- How to use the colleague recognition feature.

Do You Need Support?

Did you know that Cemex offers all employees a free, confidential Employee Assistance Programme (EAP)?

You can find a guide explaining how our new provider, Optima Health, can support you on 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.

The service is run by a separate provider, Optima Health, and is not part of Cemex; we do not 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
113-09-2026	Driver - Mixer	Materials - Readymix	Yorkshire	01/10/2026
114-09-2026	Assistant Asphalt Plant Manager	Materials - Asphalt	Birmingham	08/10/2026
115-09-2026	Plant Manager	Materials - DSM	Swindon DSM	14/10/2026

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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

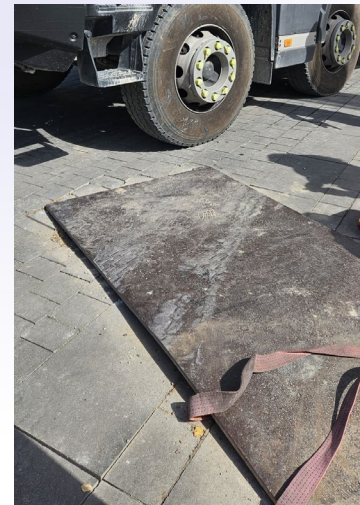
A Readymix truck driver parked the vehicle on the sidewalk within a construction site and exited the cab. After stepping down from the vehicle, the driver walked onto a steel plate installed on the sidewalk. The plate had a slight deformation, causing the driver to lose balance. While attempting to break the fall with both hands, the driver sustained a fracture to a wrist bone. The driver received medical attention and was assigned restricted administrative duties during the recovery period.

KEY FINDINGS

✓	Three points of contact were maintained while descending from the cab.
✓	The driver has more than 10 years of experience operating ready-mix trucks.
✓	The driver was approved through the contractor external validation system and had completed the required safety induction training.
✗	The Take 5 was not completed, preventing the identification of site-specific hazards, including the damaged steel plate located around the vehicle unloading area.
✗	The steel plate should not have been located in a pedestrian walkway and showed a slight deformation, which may have contributed to the loss of stability when stepped on.

REVIEW POINTS FOR ALL SITES

- Report any unsafe condition identified on site to the construction site management immediately.
- Remain vigilant when entering or exiting the cab and avoid stepping onto unstable or uneven surfaces.
- Do not use temporary or improvised walkways unless a stable and safe walking surface has been verified.
- Reinforce the “Stop, Think and Act” culture: stop the task, report the hazard, and ensure corrective actions are implemented.
- Promote the use of NMAHs to identify unsafe conditions and improve hazard reporting at customer sites.
- Always assess site specific risks before starting work, particularly when visiting a site for the first time or when conditions have changed.



Housekeeping



Get a Grip

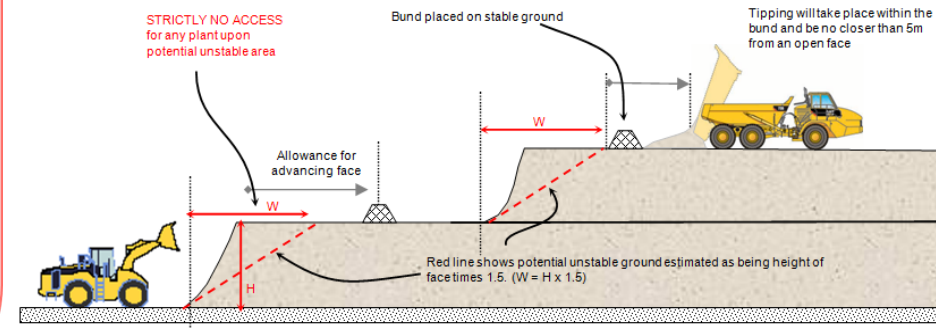
INCIDENT DETAILS

During the first unloading of the day, a 775 haul truck was unloading material at a stockpile when it overturned onto its left side during the dumping process. The preliminary investigation found that the edge protection failed to prevent the truck from reaching the edge. Fortunately, the driver was not injured.

✓	Experienced company employee driver with the required training and authorization to operate the 775 haul truck.
✓	The driver was using the seatbelt and was not injured in the incident.
✗	The edge protection was ineffective due to deterioration and it's proximity to the edge and as a result, did not provide the required protection at the tipping edge.
✗	The condition of the stockpile tipping area and the edge protection were not adequately monitored and maintained before unloading operations. The team did not consistently carry out the routine inspections of the work environment.
✗	Critical controls for safe unloading at the stockpile were not fully implemented

REVIEW POINTS FOR ALL SITES

- A competent person should be appointed to inspect stockpiles and tipping areas before vehicles work on them, and ensure that the bunds structure, strength and location are correct.
- Reinforce pre-use inspections of unloading areas and require operators to stop work and report any unsafe conditions before tipping .



INCIDENT DETAILS

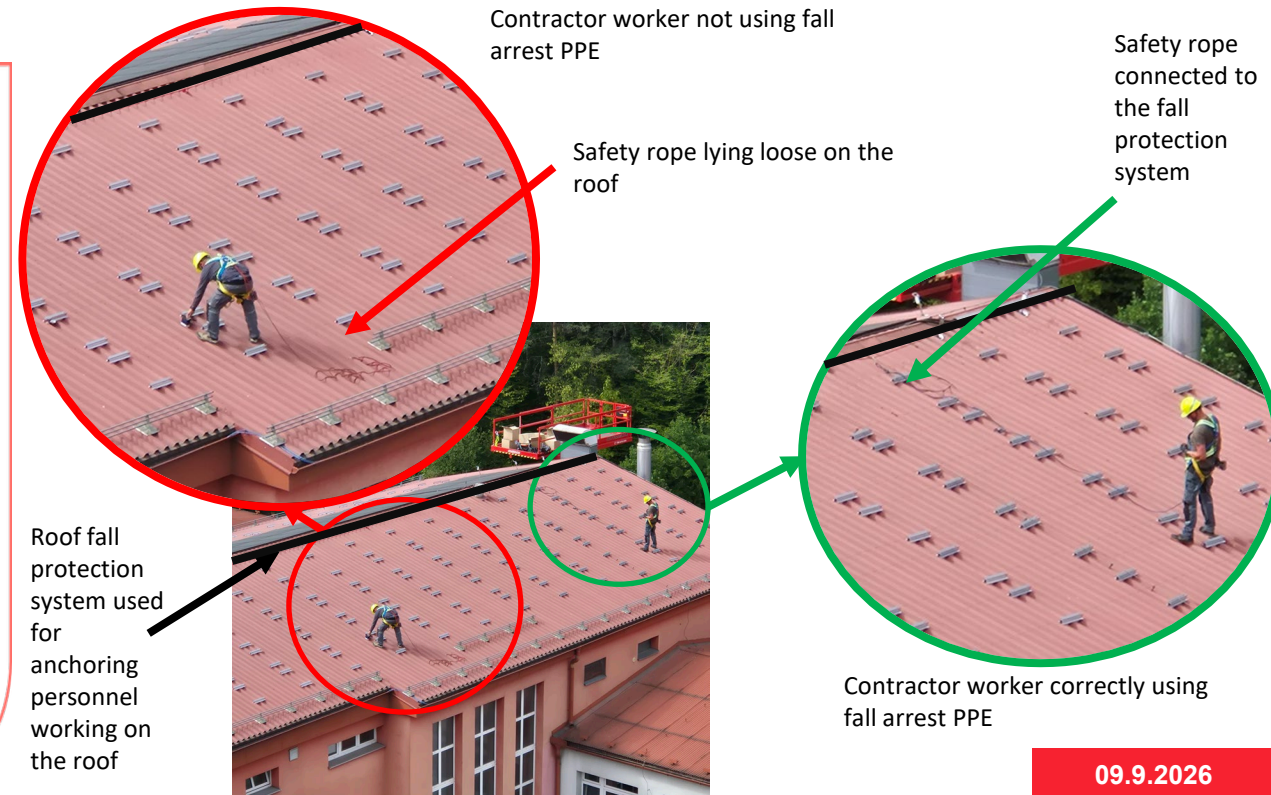
Two workers were installing solar panels on a pitched roof (approx. 12 m above ground level). During an inspection carried out by a Cemex employee, it was identified that one of the workers was not using fall arrest system. The workers were immediately stopped, and the worker was banned out of the plant.

KEY FINDINGS

✓	General and high risk permit to work was issued before commencing works. SOP was prepared and all workers involved in works were familiar with SOP and PtW requirements.
✓	A fixed anchoring system was installed on the roof to allow safe movement on the roof
✓	The contractor's workers had the required qualification to perform this work.
	Due to the absence of risks associated with low visibility, workers were not required to wear high-visibility clothing while working on the roof.
✗	The contractor's worker did not use a lanyard/fall arrest line. According to the worker, the line was not used because it was catching on the structure that had already been installed on the roof.
	The contractor was sanctioned for violating H&S rules.
	The H&S violation will be recorded in the contractor evaluation and will be taken into consideration during future tenders for work at height

REVIEW POINTS FOR ALL SITES

- All work at height requiring PPE must be carried out only under a Permit to Work and in accordance with approved safe work procedures, including defined anchorage arrangements.
- The frequency of contractor supervision and inspections must be determined based on the risk level of the work being performed.
- Violations of H&S rules by contractors must be reflected in the contractor evaluation process.



Choosing the correct safety footwear

Lace-up safety boots with steel or composite toe protection and suitable ankle support remain the standard footwear requirement across all Cemex operations.

These boots provide enhanced stability and ankle protection when working on uneven ground and around operational plant and equipment.

!Rigger boots are NOT PERMITTED on Cemex sites.

Safety Wellington boots may be used where specific work activities or site conditions require them, such as waterlogged areas, slurry handling operations, or wet cleaning tasks. Once these conditions no longer apply, colleagues should return to wearing lace-up safety boots as the standard footwear.



**Personal Protective
Equipment**

Always wear the correct
PPE.

Choosing the correct safety footwear

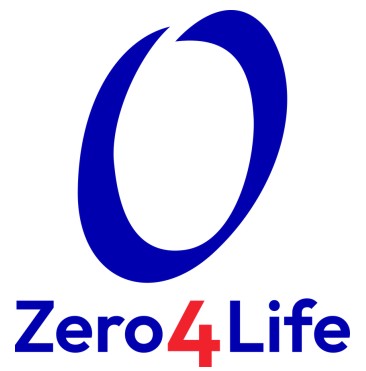
Lace-up safety boots with steel or composite toe protection and suitable ankle support remain the standard footwear requirement across all Cemex operations.

! Rigger boots are NOT PERMITTED on Cemex sites.

Safety Wellington boots may be used where specific work activities or site conditions require them:

- waterlogged areas
- slurry handling operations
- wet cleaning tasks.

Once these conditions no longer apply, colleagues should return to wearing lace-up safety boots as the standard footwear.



Personal Protective Equipment
Always wear the correct PPE.



Optimistic October 2026

MONDAY



TUESDAY



WEDNESDAY



THURSDAY

FRIDAY

SATURDAY

SUNDAY

5

Be a realistic optimist. See life as it is, but focus on what's good

6

Remind yourself that things can change for the better

7

Look for the good in people around you today

8

Make some progress on a project or task you have been avoiding

9

Share an important goal with someone you trust

10

Take time to reflect on what you have accomplished recently

11

Avoid blaming yourself or others. Find a helpful way forward

12

Look out for positive news and reasons to be cheerful today

13

Ask for help to overcome an obstacle you are facing

14

Do something constructive to improve a difficult situation

15

Thank yourself for achieving the things you often take for granted

16

Put down your to-do list and do something fun or uplifting

17

Take a small step towards a positive change you want to see in society

18

Set hopeful but realistic goals for the days ahead

19

Identify one of your positive qualities that will be helpful in the future

20

Find joy in tackling a task you've put off for some time

21

Let go of the expectations of others and focus on what matters to you

22

Share a hopeful quote, picture or video with a friend or colleague

23

Recognise that you have a choice about what to prioritise

24

Write down three specific things that have gone well recently

25

You can't do everything! What are your three priorities right now?

26

Find a new perspective on a problem you face

27

Be kind to yourself today. Remember, progress takes time

28

Ask yourself, will this still matter a year from now?

29

Plan a fun or exciting activity to look forward to

30

Identify three things that give you hope for the future

31

Set a goal that brings a sense of purpose for the coming month



ACTION FOR HAPPINESS

Happier · Kinder · Together





Cemex & RSPB Partnership Blog September 2026



Welcome to the September 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

In last month's blog I mentioned Berkswell Marsh SSSI (Site of Special Scientific Interest), which is adjacent to Cemex's Berkswell Quarry. My RSPB colleague Alistair Smith, Team Leader for Ecology and Land Management, returned in early September. This time, he was operating a Softrak machine to cut and collect the fen and marsh vegetation. The Softrak is a specialist piece of equipment: an ultra-low-ground-pressure tracked vehicle designed for use in wet and sensitive habitats, reducing soil compaction and damage. A front-mounted cutter cuts the vegetation, which is then conveyed to a hopper and tipped out for removal.

Cutting and removing the tall vegetation helps to reduce competition and shading for lower-growing plants, while also preventing a build-up of

dead plant matter. The work is carried out in late summer or autumn, allowing plants to set seed and avoiding the bird breeding season.

The cut material has been taken off-site for composting. Thank you to Paul Holland, Quarry Manager, and his team for their help and support.

I attended the RSPB's Reserves and Protected Landscapes Conference in Nottingham with colleagues from the Business Conservation Advice team. We ran a workshop on working with stakeholders and enhancing sites for wildlife. The aim was to raise the profile of our work among colleagues who manage RSPB sites and to highlight the similarities and differences between our respective roles.



Photo by Carl Cornish.

Image left: Softrak in action cutting and collecting fen vegetation at Berkswell Marsh SSSI.

Action for Nature

Give Wildlife a helping hand this Autumn



As summer comes to an end, many species are preparing for the challenges of winter. Birds are searching for seeds and berries, hedgehogs are building up energy reserves, and insects are looking for sheltered places to spend the colder months.

This month, why not leave a small area of your garden or outdoor space a little wilder? Seed heads provide food for birds, while fallen leaves create valuable habitat for insects and other wildlife. These simple actions can make a big difference and help nature thrive through the winter ahead.

If you spot interesting wildlife as the seasons change, we'd love to hear about it and see your photos.

Focus on Fens

Fens are wetlands where the ground is permanently or seasonally waterlogged. They are usually fed by groundwater or streams and can support a rich mixture of reeds, sedges, rushes, grasses and wildflowers. Some fens occur alongside rivers and lakes, while others form on peat soils.

Fens are extremely important for wildlife. Their combination of shallow water, wet vegetation and open areas provides food, shelter and breeding sites for a huge variety of insects, plants, fish and birds. Particularly special species include the crane, fen raft spider, swallowtail butterfly and fen orchid. Wetland birds such as snipe, lapwing and redshank also depend on suitable fen and wetland habitats. Some fen sites support species found in very few other places in Britain.

A large area spanning Cambridgeshire, South Lincolnshire and West Norfolk was once covered by a vast tract of wetlands and is still known as the Fens. Sadly, most of the UK's original fenland has been lost. Drainage for farming, peat extraction, development and changes in water management have reduced these once-extensive wetlands to isolated fragments. Less than one per cent of the original fen habitat now survives in the Fens.

Protecting the remaining fens is therefore vital and requires active management, as unmanaged fens would eventually become overgrown with scrub and develop into woodland. Grazing by cattle or ponies and carefully timed cutting help to prevent shrubs and trees from taking over, while established scrub may need to be removed. Management also includes maintaining the water supply, monitoring water quality and controlling invasive plants such as Himalayan balsam.

New wetlands containing fen habitat can be created through mineral extraction in areas where the soils and hydrology are suitable, helping to restore fens across the landscape. Creating new areas and improving the management of existing ones have helped the crane, a bird once extinct in the UK, to return and breed again.



Image above: Crane with chick at Willow Tree Fen, Lincolnshire.
Photo: Carl Cornish.

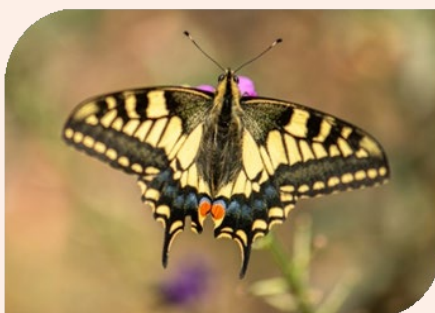


Image above: Swallowtail butterfly at RSPB Strumpshaw Fen in the Norfolk Broads. © Ben Andrew, RSPB.

One to Watch

The second series of *Sam and Ade Go Birding* returns to Channel 5 on 1 October at 7pm. Actor Samuel West, an RSPB Ambassador and seasoned birdwatcher, teams up with actor and comedian Adrian Edmondson, a novice birdwatcher. Together, they visit excellent birdwatching sites, including the RSPB reserves at Bempton Cliffs on the Yorkshire coast and Ynys-hir in West Wales. Expect spectacular scenery, footage of birds and musings on birdwatching and life.



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

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

Supporting Your Mental Health



Scan this QR code to access our Mental Health resources, for support for yourself, your friends, families or colleagues



If you need support

Cemex offers all employees a free, confidential employee assistance programme (EAP) called Lifestyle Support, 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