



Welcome to UK NEWS



Your bi-weekly update from
around Cemex UK
15th October 2026



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Health & Safety

Celebrating Significant ZERO LTI Milestones

UK Asphalt celebrate 10 years LTI free

Congratulations to the Asphalt UK team who have achieved a fantastic 10 years LTI free milestone. A huge well done to everyone involved – this is an outstanding achievement. Thank you to everyone for looking after yourselves and each other and making Health & Safety your number one priority.



Materials Southwest celebrate five years LTI free



A huge congratulations to our Southwest Materials team on achieving a significant milestone of five years without a Lost Time Injury (LTI). This achievement reflects the commitment to health and safety shown by every colleague, every day. This milestone demonstrates what can be achieved when we look out for one another and make safety our priority.

Milestones like these prove that ZERO is possible, even in challenging environments. By continuing to stay focused on Health & Safety and maintaining the high standards we set for ourselves, we can deliver and sustain our Zero4Life ambition.

Well done to everyone involved.

Cybersecurity Awareness Month: Stay Smart. Stay Secure.

This October Cemex is shining a spotlight on cybersecurity and the simple steps we can all take to keep ourselves, our colleagues and our business safe online.



Throughout the month, we'll be sharing a range of resources, videos, tips and activities designed to boost your cybersecurity awareness and help you build safe digital habits both at work and at home. Topics will include phishing scams, secure online behaviour, protecting your identity, emerging cyber threats and the responsible use of Artificial Intelligence (AI).

Visit the [CyberSecurity Portal](#) to access a range of helpful guidance and resources. Throughout October, join us as we explore how to use AI safely and responsibly, recognize AI-enabled threats, and build smarter cybersecurity habits both at work and beyond. Read the article: **Using AI responsibly starts with each of us** [HERE](#). The **Smart & Safe AI Usage** video offers practical advice on how to use AI securely and responsibly. The video is available on the Cybersecurity Portal throughout the month.

New content will be released every week during October, including awareness videos, articles, quizzes, tips and interactive activities. Be sure to check the Cybersecurity Portal regularly and take a few minutes to explore the latest resources.

Coming Soon: AI Reality Check Challenge

From 26th – 30th October you'll have the chance to put your detective skills to the test in the **AI Reality Check Challenge**. Simply visit the Cybersecurity Portal, identify the AI-generated post and spot the clues that reveal it was created using artificial intelligence. It's a fun and engaging way to strengthen your critical-thinking skills and learn more about recognising AI-generated content.

Cybersecurity isn't just an IT responsibility. Every one of us plays a part in protecting our information, devices and digital workplace. By staying alert and making safe choices online, we can help keep both ourselves and Cemex secure.

This Cyber Month, don't forget cybersecurity is everyone's responsibility.

Customer Centricity

Help Us Champion the Future of UK Cement Manufacturing

Cement is essential to building the homes, roads, railways and infrastructure the UK depends on. Yet UK Cement manufacturers face some of the highest energy costs in the world, increasing carbon-related costs and growing competition from imports.

To help raise awareness of the importance of a strong domestic Cement industry, we are launching a LinkedIn campaign highlighting the vital role Cement plays in supporting UK infrastructure, jobs, investment, manufacturing capability and supply chain resilience. This campaign aims to engage actively with government and industry stakeholders to emphasise the strategic importance of maintaining a strong domestic Cement manufacturing sector.

Every week until the end of this year LinkedIn posts will be shared alternatively from the Cemex UK LinkedIn account from Lex Russell, Craig Williamson and Phil Baynes Clarke.

How you can help

Please support the campaign by liking and reposting the LinkedIn posts from Cemex UK and our senior leaders, on your own LinkedIn feeds. This will help amplify our messaging about the importance of UK Cement manufacturing and the role it plays in building Britain's future. Every share helps increase awareness of the challenges and opportunities facing our industry and supports our efforts to promote a competitive environment that enables UK manufacturing to thrive, invest and continue supplying the materials needed for future growth.

Thank you for your support. Together, we can help tell the story of why Cement matters.

Spotlight on the People Behind Rail Freight

A new video filmed at the Dove Holes Rail depot will shine a light on the people who keep our rail operations running safely and efficiently every day.

Created in partnership with Victra Railfreight, the film will showcase the skilled colleagues working behind the scenes to move essential construction materials across the UK. From Operational Planning and Terminal Management to safety, training and



compliance, the video highlights the teamwork, expertise and dedication that underpin a successful Rail Freight operation.

While viewers will see trains, infrastructure and a busy Rail depot in action, the focus of the film is the people who make it all possible. It celebrates the strong partnership between Victra and Cemex and the shared commitment to safety, professionalism and keeping Britain's supply chains moving. Look out for the video coming soon on UK News.

📺 Here is a quick 'behind the scenes' video of our day's filming [HERE](#)

Profitability

£6.6 Million Investment Secures Future of Hatfield Quarry

Cemex is investing £6.6 million in its Hatfield Sand and Gravel quarry in Hertfordshire, securing a further decade of operations and ensuring a continued supply of essential construction materials to support homes, businesses and infrastructure projects across the UK.

The development represents a significant investment in our UK operations and demonstrates Cemex's long-term commitment to maintaining a reliable domestic supply of the essential resources that underpin the UK's growth and development. The investment will extend the life of the quarry by another 10 years and unlock access to approximately 3.5 million tonnes of sand and gravel reserves. As part of the project, construction work is underway to extend the site's conveyor system, enabling future extraction from new reserves located beyond the current operational area (you can watch a video showing some of the recent construction work, below). This construction work began in October 2025 with excavation of the new reserves expected to begin January 2027.



Commenting on this investment, Lex Russell, MD Materials UK, shared: "This significant investment reflects Cemex's long-term confidence in the UK construction sector. Hatfield plays an important role in supplying the sand and gravel needed for vital building and infrastructure projects, and this investment ensures Cemex continues to play an important role in supplying materials for construction and infrastructure projects across the region, for years to come."



Listening to the Community

While the investment secures the future of the quarry, the project has also provided an opportunity to strengthen relationships with the local community. The development required the closure of two local roads to allow the installation of new tunnels for the conveyor route, creating understandable concerns among local residents about the impact of the works on the surrounding area. Recognising that more could be done to keep local people informed, the Hatfield team took proactive steps to increase engagement and create opportunities for open dialogue.

Working together Steve Copland, Engineering Project Manager, and the site team organised a dedicated site visit for local residents, giving them the opportunity to see the development first-hand, learn more about. Around 10 residents attended the visit, alongside a local councillor. During the two hour event the group was able to view the new conveyor route and tunnels while speaking directly with the team about topics including vehicle movements, working hours, noise management and the wider development plans. The visit created a valuable opportunity for residents to ask questions, raise concerns and gain a clearer understanding of why the works were necessary and how the investment will benefit the area in the long term.

Feedback from attendees was overwhelmingly positive, with residents appreciating the opportunity to visit the site, meet the team and receive information directly from those delivering the project. To further improve communication, the team has also launched a dedicated webpage for local residents, providing regular updates on the development and advance notice of significant activities through email communications. These actions have helped create a much stronger relationship between the quarry and the local community, demonstrating the value of proactive engagement, transparency and face-to-face conversations.

The Hatfield project is a great example of how Cemex is not only investing in the future of UK operations and the UK's construction industry but also investing time and effort in building trust and understanding with the communities in which it operates.

 **Please take a moment to watch this short video showing the conveyor system development works at Hatfield quarry over the past summer months. [HERE](#)**

Future in Action

From a Simple Test to a Life-Changing Challenge



Last year, Cemex UK introduced PSA screening for male colleagues aged 40 and over, helping to raise awareness of prostate health and the importance of early detection. The programme has already encouraged hundreds of colleagues to take a simple test that could make a significant difference to their health, and in some cases, save lives.

One colleague, Duncan Hartshorne, chose to take the PSA test and after what seemed like a simple test, led to several follow-up appointments, blood tests, doctor consultations, an MRI scan, a biopsy, and a final diagnosis of very early-stage, low-risk, non-aggressive prostate cancer.

The experience has inspired Duncan to take on an extraordinary personal challenge to climb Mount Kilimanjaro in February 2027, in order to raise money and awareness. He explains: "If sharing my story encourages just one friend, colleague, family member, or former schoolmate to book a simple PSA blood test, then it will be worth it. I am fully self-funding the trip, every penny donated will go to the Prostate Cancer UK charity."

Duncan's story (which you can read in full [here](#)) is a powerful reminder of why early detection matters. Taking a few moments to complete a PSA test can provide reassurance, highlight potential concerns and help people access the support they need at the earliest opportunity. Cemex UK continues to offer eligible male colleagues aged 40+ the opportunity to claim reimbursement for a PSA test each year.

As Duncan prepares for his Kilimanjaro challenge, we'd love to get behind him. If you would like to support his fundraising efforts, please consider making a donation via his JustGiving page [HERE](#) and help him reach his target while raising awareness of this important health issue.

Good luck, Duncan - the whole Cemex UK team will be cheering you on!

Support for Local Animal Sanctuary

A fantastic example of teamwork and community support has seen colleagues across the Northwest come together to help Bleakholt Animal Sanctuary complete vital improvements to its goat enclosure.

When Bleakholt Animal Sanctuary urgently needed aggregate to support the renovation of its goat pen the Cemex team sprang into action, mobilising quickly to supply 10 tonnes of aggregate and ensuring materials were delivered at short notice.

Bleakholt Animal Sanctuary, based in East Lancashire, provides refuge and care for hundreds of animals each year and relies heavily on the support of volunteers, donors and local businesses in an especially difficult economic environment.

The sanctuary team expressed their gratitude for the support, highlighting the difference the aggregate donation will make to the renovation project and the welfare of the goats who call Bleakholt home. This initiative demonstrates how Cemex colleagues continue to make a positive impact in the communities where we operate, using their expertise, resources and collaborative spirit to support organisations that make a real difference.

The Vice Chair of Bleakholt's Board of Trustees said: "The response from the Cemex team was outstanding. We can't believe how quickly the correct materials were sourced and delivered. We want to say a huge thank you to everyone involved for going above and beyond to support a worthwhile local cause and help improve the welfare of animals in the sanctuary's care."

A massive thanks to Ian, Ian, Phil, Gary, and all the Northwest team for their support.



Employees

Cemex UK Communications Forum 2026: Highlights



On 9th September, colleagues from across Cemex UK gathered at our Binley Head Office for the annual Communications Forum. The event brought together business leaders and employee representatives for open discussions on health & safety, sustainability, financial performance, and the company's future direction. The Forum provides an important opportunity not only to share information, but also to strengthen connections, build trust and reinforce the role we all play in working towards the same goals.

The day included updates from across the business, providing an opportunity to reflect on how far we have come, consider the environment in which we are now operating and look ahead to where we are going.

Lex Russell began the day by recognising the contribution of colleagues across the business. Whatever our role, we are all working towards the same goal, and it is our people, doing their best every day, who make the difference. He encouraged everyone to approach the discussions with an open mind and to communicate honestly and respectfully. Above all, Lex emphasised that safety must remain our most important priority: we must look after ourselves, look out for one another and ensure everyone goes home safely.

For more details or to discuss any topics, please contact your Employee Representative.

You can read the Summary Newsletter and access the Questions & Answers on the UK News download page using the links below:

- [Questions and Answers UK Communications Forum 7 Sept 2026](#)
- [UK Communications Forum Newsletter 2026](#)

Musculoskeletal Health: Looking After Your Back, Joints and Muscles

Musculoskeletal conditions, including back pain, joint problems, muscle strains and repetitive strain injuries, are among the most common causes of discomfort and absence in the workplace. They can affect anyone, whether you work in an office, drive for your job or operate plant and equipment.

The good news is that small daily habits can make a big difference. Taking regular movement breaks, stretching before and after physical tasks, maintaining good posture, using correct manual handling techniques and staying active can all help reduce the risk of aches, pains and injuries.

If you're experiencing discomfort, don't ignore it. Early action can help prevent minor issues from becoming longer-term problems. Speak to your manager if work adjustments may help and seek advice from a healthcare professional if symptoms persist.



✦ At the end of this document and on the UK News download page [HERE](#) you can find a poster sharing 5 Exercises to help prevent musculoskeletal overload. Please share on your workplace noticeboards and wellbeing boards.

Online Resources and Support

- NHS: [Musculoskeletal health](#)
- NHS: [Exercise Guidelines and Keeping Active](#)
- Chartered Society of Physiotherapy: [Keeping Active and Healthy](#)

Remember, every movement counts. Whether it's taking a short walk, stretching during your shift, improving your workstation setup or choosing the stairs instead of the lift, small changes today can help keep you moving comfortably for years to come.

The good news is that small daily habits can make a big difference.

Latest Organisational Changes



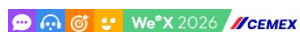
We would like to inform you of the following organisational changes:

Aggregates Permitting and Development

- **Dominic Cordner**, Geologist reporting to Robert Yates, Geology Manager, joined the company in September.
- **Philippa O'Leary**, Geologist, decided to leave the company after seven years successful service. We thank Philippa for her contribution and commitment to the company and wish her success with her new endeavours.

This change is now effective, unless otherwise indicated. We congratulate Dominic on his new role and wish him every success with his new responsibilities.

We’X 2026 is Coming: Get Ready to Share Your Voice

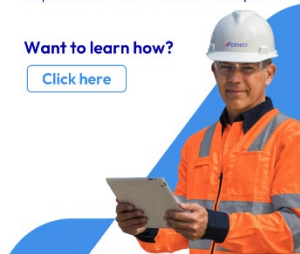


Your voice shapes our future.

Your feedback helps drive meaningful improvements across our workplace.

Want to learn how?

[Click here](#)



We’X is our global employee experience survey, designed to give every employee a voice in shaping the future of Cemex. Through honest feedback, we gain valuable insights that help us improve the employee experience, build on our strengths, and focus on what matters most.

Every voice adds value and contributes to creating a better workplace for all!

[Video_Every Voice.mp4](#)

Before the survey opens on Tuesday 3rd November, please take a moment to visit the [We’X SharePoint](#) site to learn more about the process, including how confidentiality is protected and what to expect. The site includes information about the survey, resources for leaders, and content related to the employee experience.

Your experience matters, and your feedback helps shape what comes next.

Join the EMEA Business Update



You are invited to join the EMEA Business Update with José Antonio Cabrera, EMEA President, on 29th October at 2pm.

Please join using this Zoom link: <https://cemex.zoom.us/j/85412209298>

Dancing for a Great Cause

One of our colleagues is stepping well outside her comfort zone this year to support a fantastic local charity.

Michelle Walsgrove, HR Administration Team Leader, is taking part in Strictly Christmas 2026, a fundraising event in aid of Zoë's Place Baby Hospice Coventry. The event pairs local people with experienced dancers to learn and perform ballroom and Latin routines in front of a live audience this December.

Despite having little previous dance experience, Michelle is currently training twice a week, alongside extra practice at home, as she prepares to take to the dance floor and raise as much money as possible for the hospice.

Michelle said: *"Learning to dance from scratch has been both exciting and challenging. It has pushed me well outside my comfort zone, testing my confidence, coordination and willingness to try something completely new. However, knowing that every dance step is helping to raise money for an amazing cause makes it all worthwhile. As I continue practising, counting steps and trying not to stand on my dance partner's toes, I'm looking forward to taking to the dance floor in December and making every dance count for this fantastic charity."*

Zoë's Place Baby Hospice provides specialist care and support for babies and young children with life-limiting, life-threatening and complex conditions, while also offering invaluable support to their families.



To help reach her fundraising target, Michelle has been organising a range of activities at our Binley Head Office, including cake sales, raffles and sponsorship opportunities. Every donation, no matter how big or small, will help Zoë's Place continue its vital work supporting local children and families.

If you would like to support Michelle's fundraising efforts, please visit her JustGiving page:

👉 [Donate to Michelle's Fundraiser](#)

Thank you to everyone who has already supported Michelle's fundraising journey, and good luck with the dancing from all of us at Cemex! ❤️ 🕺 🕴

Celebrating 40 Years of Dedication



A huge congratulations to Helen Kinsella, who is celebrating an incredible 40 years of service with Cemex.

Over the past four decades, Helen has made a significant contribution to the business, building a wealth of experience across a variety of roles. From administrative positions and credit control to many years supporting customers in Asphalt Internal Sales, Helen has become a highly respected and valued member of the team.

Throughout her career Helen has been known for her reliability, efficiency and unwavering commitment to supporting colleagues and customers alike. Her positive attitude and team-focused approach have made her a trusted colleague and an important part of the business's success.

Reaching 40 years of service is a remarkable achievement and reflects Helen's dedication, professionalism and hard work over the years.

On behalf of everyone at Cemex, we would like to thank Helen for her outstanding contribution and commitment over the past 40 years and congratulate her on reaching this impressive milestone.

Congratulations, Helen, and thank you for four decades of service to Cemex.

Time for Your Winter Flu Vaccinations

With temperatures noticeably dropping why not be prepared and go and get your flu jab.

Flu is an unpredictable virus that can cause mild or unpleasant illness in most people. It can cause severe illness and even death among vulnerable groups including older people, pregnant women and people with an underlying health condition.

Over time, protection from the injected flu vaccine gradually decreases and flu strains often change. So new flu vaccines are produced each year which is why people are advised to have the flu jab every year.

Now is the time of year when people are advised to have a vaccination jab to help protect from or reduce the symptoms of flu. Some people in the higher risk categories get the immunisation free via the NHS. For others the jab is widely available through local pharmacies or local GPs.

Cemex will reimburse the cost of the vaccination for those that are not entitled to a free jab. Just provide your Line Manager with an itemised receipt and they will arrange for you to be reimbursed the cost of up to a maximum of £20.



Note for Managers: Requests for reimbursement should be sent to the HR Admin team using the form available to download via this link [Flu Jab Form.doc](#).

EMEA Cemex Talks



You are invited to the **EMEA Cemex Talks** with Yago Castro, to learn more about Cement Commercial and Supply Chain. Join us for an inspiring discussion, valuable insights and a live Q&A session.

Please use this Zoom link <https://cemex.zoom.us/j/89182019099>

You Could be Saving £££ on Your Grocery Shop

Big shop. Little shop. “I only came in for milk” shop that somehow costs £62. We’ve all been there.

Good news: the Pluxee App has your back. You can save money on your everyday grocery shop at places you already love – Tesco, Sainsbury’s, ASDA, Morrisons and more. Same food. Same trolley. Less damage to your bank balance.

Think of it as money off the boring-but-essential stuff, so you’ve got more left for the fun bits. Or snacks. Mostly snacks.



So go on – fill the fridge, feed the family, stock up on treats, and feel smug about it.

Save on what matters.

👉 Visit the Pluxee App and start saving today.

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
116-10-2026	Weighbridge Operative	Materials	Dove Holes	15/10/2026
117-10-2026	Operative	Aggregate - Midlands	Willington Quarry	15/10/2026
118-10-2026	Operative	Cemex UK Materials Aggregates South Coast	Brighton Wharf	15/10/2026
119-10-2026	Plant Supervisor	Materials - DSM	Swindon	15/10/2026
120-10-2026	Day Shift Operative (Fork Truck Driver)	Building Products - Rail Solutions	Somercotes, Derbyshire	16/10/2026
121-10-2026	Day Shift Operator x 2	Building Products - Rail Solutions	Somercotes, Derbyshire	16/10/2026
122-10-2026	Multi Skilled Operative x 2	Asphalt and Aggregates Depot	Stourton	27/10/2026

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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.

5 KEY EXERCISES TO PREVENT MUSCULOSKELETAL OVERLOAD



1. SHOULDER ROLLS

Relieve tension in shoulders and neck

How to perform:

- Stand upright
- Lift your shoulders slightly
- Slowly roll them backward in a circular motion

Repetitions: 10 times backward, 10 times forward

Benefits: reduces shoulder tension and prepares upper body for physical work



2. BACK EXTENSION

Reduce strain on the lower back

How to perform:

- Place your hands on your hips
- Gently lean your upper body backward
- Hold the position for 3–5 seconds

Repetitions: 5–8 times

Benefits: relieves lower back tension and counteracts prolonged bending



3. HAMSTRING STRETCH

Stretch the back of the legs

How to perform:

- Place one foot on a low step
- Keep your back straight
- Lean slightly forward from the hips

Duration: 10–15 seconds per leg

Benefits: improves flexibility and reduces strain on the lower back when lifting



4. SIDE TRUNK STRETCH

Improve spinal mobility

How to perform:

- Stand upright
- Raise one arm above your head
- Slowly bend your torso to the side

Duration: 10 seconds on each side

Benefits: improves flexibility of the torso and helps prevent muscle stiffness



5. LIGHT SQUATS

Activate leg muscles before lifting

How to perform:

- Stand with feet shoulder-width apart
- Bend your knees as if sitting down
- Keep your back straight

Repetitions: 8–10 times

Benefits: activates leg muscles and reinforces proper lifting movement



SAFE EXERCISE RULES

- Warm up before starting physical work
- Perform exercises slowly and in a controlled manner
- Maintain normal breathing throughout the exercises
- Stop immediately if you feel discomfort or pain