



CEMEX

Welcome to **UK NEWS**

CEMEX UK CELEBRATES
1 YEAR EMPLOYEE
ZERO
LTIS



Your bi-weekly update from
around Cemex UK
29th October 2026



www.cemexuknews.co.uk

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Health & Safety

Latest Safety Alerts



We are sharing two Safety Alerts following incidents that occurred in EMEA, both specifically relate to machinery isolation. One of these incidents resulted in a life-changing injury; thankfully, the other resulted in no injury. However, the potential consequences in both

cases were extremely serious, and the learning from each is equally important.

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

Please use both Alerts to reinforce the importance of effective isolation, identifying all sources of hazardous energy, and verifying that controls are in place before work begins.

It is vital that we learn not only from incidents where someone is injured, but also from those where a different set of circumstances could very easily have resulted in serious harm.

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>

Cemex UK Celebrates One Year Employee LTI Free



Cemex UK has officially reached one full year with ZERO employee Lost Time Injuries (LTIs). This is a fantastic achievement and a milestone we can all be proud of!

This milestone is testament to the commitment, care and dedication of every colleague across our UK business.

A huge thank you to all our UK employees! Whether you're working on site, on the road or in an office, you have all played a part in making safety our number one priority.

But let's not stop here! Every day brings new challenges, and we must continue to stay alert, look out for potential risks and, most importantly, look after ourselves and each other.

Nothing is more important than everyone returning home safe and well to our families, every single day.

Southam Quarry Celebrates 23 Years LTI Free



Colleagues at Southam quarry are celebrating an exceptional achievement after reaching 23 years without a Lost Time Injury (LTI). This remarkable milestone reflects more than two decades of dedication, teamwork and an unwavering commitment to ensuring everyone goes home safely at the end of every working day.

The achievement is the result of thousands of safe decisions made by employees, contractors and visitors over the years. It also serves as an important reminder that safety can never be

taken for granted and that everyone has a role to play in identifying hazards, following procedures and looking out for one another.

Commenting on the milestone, Martin Adrian Bell, Quarry Manager at Southam quarry, said: "I would like to sincerely thank every employee, contractor and colleague who has contributed to this achievement over the past 23 years. Whether through following procedures, identifying hazards, supporting colleagues, carrying out safety checks, raising concerns or simply taking the time to look out for someone else, you have all played a part.

Let us celebrate what we have achieved but also use today as a reminder that safety can never be taken for granted. We cannot always predict when an accident might happen, but together we can prevent many of them. By continuing to work as a team, looking out for each other and consistently following the Cemex Safety Standards, we can continue to reduce risk and protect the people we work alongside."

Also commenting on the achievement, Phil Baynes-Clarke, Director - UK Cement Operations & Technology, added: "A fantastic achievement and a real credit to everyone involved. From my recent visits I have been particularly impressed by the very high standards across the site, the level of engagement from the team and, importantly, the strong family approach to looking after one another and keeping everyone safe. The 23 year milestone is something to be extremely proud of, but the challenge is to keep building on it. Please keep driving the continuous improvements, maintaining those high standards and demonstrating every day that safety comes first."

Congratulations to Martin and everyone at Southam quarry on this outstanding achievement and for continuing to set the benchmark for safety excellence across Cemex.

NEW Line of Fire Guidance

Following several recent incidents across our UK operations that have resulted in hand injuries, including fractured fingers, we're asking everyone to take a moment to think about Line of Fire risks.

Line of Fire incidents happen when we place ourselves, or a part of our body, in the path of something that could move, shift, fall, swing, rotate or eject unexpectedly. This includes impact forces, moving equipment, pinch points and crushing hazards.

Even a relatively minor hand injury can have a major impact affecting everyday activities, family life, hobbies and driving, as well as your ability to work.

Before starting any task, remember:

- Stop and Think before work starts and whenever conditions change.
- Make your Take-5 task-specific and consider potential Line of Fire hazards.

Line of fire Injuries

Several recent incidents across the UK have resulted in hand injuries, including fractured fingers. In each case, a Take-5 had been completed. However, line of fire hazards were not effectively identified, assessed, or controlled, leaving individuals exposed to impact forces, moving equipment, pinch points, and the release of stored energy.

Hammer Strike - Impact An employee trapped their hand whilst swinging a chisel resulting in laceration and a fractured finger. 	Bench Grinder - entanglement An employee trapped a finger between the tool rest and the abrasive wheel of a bench grinder, resulting in laceration and a fractured finger. 	Pry Bar - Impact While changing a mesh screen, an employee suffered two fractured fingers when a pry bar being used to position the mesh deck slipped and impacted the other hand. 
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TAKE 5 Although a Take-5 had been completed in all these incidents, line of fire hazards were not effectively identified and controlled, leading to injury.

Even a minor hand injury can have a significant impact on family life, making everyday tasks, work and caring responsibilities more difficult, and placing additional pressure on loved ones.

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- Ask yourself: Is there a safer way to do this?
- Think about what could move, shift, fall, swing, rotate or eject unexpectedly.
- Keep your hands clear of strike zones, pinch points and crushing hazards.
- Choose the correct PPE. Impact-resistant gloves should be considered where there is a risk of impact, crushing, trapping or being struck.
- Remember, PPE is the last line of defence. Good planning, isolation, guarding, engineering controls and safe positioning should always come first.

Most importantly, if something doesn't look or feel safe, stop and challenge it. Don't put your hands, or yourself, in the Line of Fire.

🔗 Please take time to review the Line of Fire guidance which you can find on the UK News download page [HERE](#), and recent Safety Alerts being shared with teams. By stopping, thinking and looking out for one another, we can prevent injuries and make sure everyone goes home safe and well.

Cybersecurity Awareness Month: take the AI reality challenge

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.

The psychology behind cyber attacks

Not every cyberattack starts with malware or AI. Sometimes it starts with a message that seems urgent. A request that looks legitimate. Or a situation that catches you off guard. Take a minute to explore this Social Engineering infographic. Understanding these tactics is one of the best defences you have.

📺 ➡ Watch the short video [HERE](#)



Take the AI Reality Check Challenge

Artificial Intelligence is becoming harder to recognise. Could you tell the difference between content created by a person and content generated by AI?

➡ Simply visit the Cybersecurity Portal [HERE](#) and take the challenge.

Enter now for a chance to be one of the five recognised winners. Look closely in the Cybersecurity Portal, trust your instincts, and see if you can spot the clues others might miss. I'd search in the Cyber Month section 🧐. Prove how sharp your AI radar really is: [Cybersecurity Portal - Home](#)

Remember! 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.

Stay Alert to New Spoofed Calls from 'Trusted Organisations'

As part of Cybersecurity Month, colleagues are being reminded to stay vigilant against a growing type of fraud involving criminals impersonating trusted organisations such as the police, banks and government agencies. Recent reports show an increase in scam calls where fraudsters use "spoofing" technology to make it appear as though they are calling from a genuine organisation.

These calls may be automated, use AI technology or involve a real person, but the aim is always the same: to persuade victims to share personal or financial information or transfer money. In some cases, criminals even claim they are conducting a police investigation and need your help.



Remember, genuine service providers, banks and the police will never call and ask you to transfer money, provide sensitive financial information or hand over remote access to your computer. **If something doesn't feel right, hang up, take a moment to verify the request, and call the organisation back using a trusted number.**

Protect yourself:

- Never trust caller ID alone, as it can be spoofed.
- Be cautious if you feel pressured to act quickly.
- Verify requests independently using official contact details.
- If you think you have shared sensitive information: <https://www.ncsc.gov.uk/collection/phishing-scams/what-to-do>

Report suspicious calls and scam attempts. Visit <https://www.reportfraud.police.uk/> or call 0300 123 2040. You should also report suspected scam calls by sending a text to 7726 with the word 'Call' and the caller's number.

Staying alert to these scams helps protect not only you, but also your colleagues, family and the business. This Cybersecurity Month, take a moment to think before you share information and help us keep Cemex secure.

Customer Centricity

Help Us Champion the Future of UK Cement Manufacturing

Cement is essential to the UK's homes, transport and infrastructure, but domestic manufacturers face high energy and carbon costs and growing competition from imports.

Our new LinkedIn campaign will champion the importance of UK Cement manufacturing to jobs, investment, resilient supply chains and Britain's future.

Until the end of the year weekly posts will be shared alternately by Cemex UK, Lex Russell, Craig Williamson and Phil Baynes-Clarke.

Take action: like and repost.

When you see a campaign post, please like it and repost it to your LinkedIn

network. Every interaction extends our reach and strengthens our message to government and industry: UK Cement manufacturing matters.

1. Cemex UK Post 1 – <https://lnkd.in/p/eGZpJWSm>
2. Craig Williamson Post 2 – <https://lnkd.in/p/e9mztbV2>
3. **TODAY's post Lex Russell Post 3** – <https://lnkd.in/p/e8p8aztC>
4. Post 4 – coming Tuesday 3rd November

Please look out for the posts and help us build momentum by liking and reposting each week. Thanks.



Latest Earthly Matters Blog



In the October edition of Earthly Matters, Carl Cornish, RSPB Senior Business Conservation Adviser, shares the latest news and insights from our partnership with the RSPB.

You can read the blog at the end of the document or download it from the UK News download page [HERE](#)

This month Carl highlights Cemex's Kensworth quarry as a great example of partnership working in action. By working with the RSPB and other conservation organisations, the site demonstrates how our wider biodiversity ambitions can translate into positive action for nature on the ground.

The blog also puts the spotlight on lowland heathland, a rare and valuable UK habitat which has declined by around 80% over the past two centuries. Cemex is helping to conserve this important habitat through heathland restoration at Rugeley and West Heath quarries, supporting a wide variety of plants, insects, reptiles and birds. There's also some timely advice from the RSPB on feeding garden birds safely this winter, including the importance of keeping feeders clean to help reduce the spread of disease.

Take a few minutes to read the latest Earthly Matters blog and discover more about the fantastic work being done through our partnership with the RSPB.

Driving Change Through Collaboration

Cemex UK is supporting a new electric HGV trial with SUEZ and Baxter's Haulage, exploring how electric vehicles could help reduce emissions from the transport of alternative fuels to our Rugby Cement Plant.

The 10 day trial, being organised by SUEZ and Baxters, involves a MAN eTGX electric truck transporting Climafuel® from SUEZ facilities at Malpass Farm and Birmingham to Rugby, completing around 11 journeys a day and transporting approximately 72,000 tonnes of Climafuel® each year. Replacing the existing diesel vehicle, the electric HGV is expected to save around 44,700 litres of diesel and 109 tonnes of CO₂ emissions annually (compared to diesel powered trucks).



Climafuel® is produced by SUEZ from non-recyclable household, commercial and industrial waste and is used at Rugby as an alternative to conventional fossil fuels. In December 2024 Cemex and SUEZ celebrated the supply of one million tonnes of Climafuel® since the Malpass Farm facility opened in 2015.

Lee Needham, Inbound Manager, Cemex UK Cement Operations, said: "We're very excited to be involved in this electric truck trial. Trials like this give us the opportunity to understand how the technology can work in real-world operations. It's another positive step towards reducing the environmental impact of our supply chain and supporting the wider sustainability ambitions of Cemex UK and our business partners."

The trial demonstrates how collaboration across the waste, transport and Cement sectors can explore new ways to reduce emissions while maintaining the reliable supply of alternative fuels to our operations.

Using the Head Office EV Charge Points

Here is a reminder about booking and using the Electric Vehicle Charging pods at our Binley Head Office in Coventry.

1. Please ensure you book your slot ahead of your visit – do not just use an empty space on arrival.
2. The four car parking spaces need to be booked using Outlook calendar. First open a new meeting booking, type 'Pod' into the location and the four pods will automatically pop up without you needing to hit enter or search. (GB.COV.CXH.CP.PP01.PodPoint-01; GB.COV.CXH.CP.PP02.PodPoint-02; GB.COV.CXH.CP.PP03.PodPoint-03; B.COV.CXH.CP.PP04.PodPoint-04). The number of the PodPoint booking relates to the photo (1 to 4). You can book a maximum of four hours, but if you need more time you can book back-to-back four hour slots. Booking is only available between 6am and 6pm. Once you have booked your slot you will receive a confirmation email.
3. Please move your car to a regular car parking space after your car is charged. This allows others who have booked that space to use it after you.
4. You will need the PodPoint app to use the chargers. If you have already got a Podpoint account registered with your personal email address, you can either change your email address to your Cemex email address in the app settings, or, email andrea.ingham@cemex.com and request that she register your personal email address with the Cemex Podpoint account.



You can find the Cemex Workplace EV Charging Policy on the UK News download page [HERE](#).

Employees

NEW Q4 - Wellbeing Campaign - Women's Health: You Deserve to Be Heard

This quarter the UK Wellbeing Strategy Group is launching a Women's Health Awareness Campaign to encourage greater understanding of important women's health topics: endometriosis, menopause and perimenopause, PMS/PMDD, and breast health. The campaign is built around one simple message: **Common does not mean normal.**

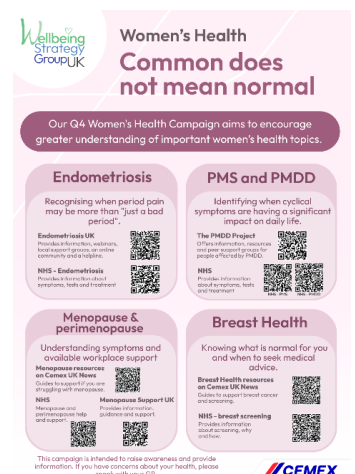
Many women experience symptoms such as pain, heavy bleeding, fatigue, brain fog, sleep disruption, anxiety or significant mood changes. While these symptoms may be common, they should not be dismissed if they are affecting day-to-day life, relationships or work.

Research carried out during the development of the UK Government's Women's Health Strategy for England found that many women felt they were not listened to by healthcare professionals, with concerns being dismissed or not taken seriously. The strategy highlighted widespread concerns about difficulties accessing care, obtaining diagnoses and receiving appropriate support for women's health conditions.

That's why an important theme running throughout our campaign is self-advocacy.

If you are experiencing symptoms that are affecting your wellbeing, don't suffer in silence. Keep a record of your symptoms, note the impact on your daily life, and be prepared to explain how they are affecting you at home and at work. Asking questions, seeking clarification and following up when symptoms persist are all important parts of managing your health.

Over the coming weeks, we'll be sharing information and support around:



- **Endometriosis** – recognising when period pain may be more than "just a bad period".
- **Menopause and perimenopause** – understanding symptoms and available workplace support.
- **PMS and PMDD** – identifying when cyclical symptoms are having a significant impact on daily life.
- **Breast health** – knowing what is normal for you and when to seek medical advice.

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

We'll also signpost colleagues to trusted sources of information, support networks and resources that can help women feel informed, supported and empowered to seek help when they need it.

The key message is simple:

You know your body better than anyone else. If something doesn't feel right, trust your instincts, seek support and keep asking questions. You deserve to be heard.

Thanks For Your Efforts - Celebrating Our Q3 Winners and Nominees

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

We're delighted to recognise the Q3 winners of our Thank You For Your Effort Awards, which celebrate colleagues and teams who demonstrate exceptional commitment, teamwork and dedication.

Recognising our winners



Nigel Bateman

Congratulations to Nigel for contributing to achieving 17 years LTI-free in a high-risk operational environment.

Alastair Longdon

Congratulations to Alastair for improved team morale, productivity, collaboration, and reduced absenteeism.

Recognising Our Nominees

We would also like to thank and recognise those nominated for the Thanks For Your efforts awards, their contributions and dedication continue to make a positive difference across our business.

- Ryan Ellis - Improved efficiency, reduced operational risk, increased consistency, and enhanced user experience across O2C.
- Zoe Ingram - Prevented an estimated £7,000 loss to the business.
- Daniel Wynn - Retained key customers, maintained regulatory compliance, and ensured continuity of operations.
- Ben Davies - Improved customer service, reduced late loads, and increased fleet utilisation.



- Gareth Potter – Strengthened site safety culture and reduced operational risks.
- Sharon Ward – Ensured a seamless transition and improved administrative and reporting processes.
- Naomi Gough – Maintained customer service levels and helped support record production volumes in the Midlands.
- The whole of the Northfleet Plant – Maintains smooth operations, a positive working environment, and strong plant performance.

Congratulations to all our winners and nominees and thank you for everything you do to support your colleagues, customers and communities every day.

Would you like to nominate a colleague?

Do you know someone who:

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

If so, now is your opportunity to recognise them.

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

Successful nominees will receive:

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

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

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

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

Our 2026 Global Workforce Experience (We’X) Survey is launching next Tuesday 3rd November. This is your chance to have your say about working for Cemex.

Every year, the We’X Employee Experience Survey gives everyone at Cemex the chance to share what’s working, what’s not, and what could make our day-to-day experience even better. It’s more than a survey; it’s your opportunity to speak openly and help shape a workplace that reflects what matters to you. Your perspective helps us see the bigger picture and make smarter decisions for everyone.

The survey will open on Tuesday 3rd November. It’s confidential and all employees across Cemex are invited to complete the survey. You will be able to access the survey either by the personalised link sent to your Cemex email address, or by QR code and via URL on any smart device or computer (for those without a Cemex email address). It is administered by a third-party company called Qualtrics, so please look out for the email from workforceexperience@qualtrics-survey.com on Tuesday 3rd November.

Your chance to have your say



This is your chance to have your say, so be sure to complete the survey from Tuesday 3rd November and help us to better understand what we're doing well and where we can make improvements.

What's working? What's not working? Tell us what's really on your mind.

NEW Mandatory Training – ETHOS and Value Creation

To help us continue building success together, all employees are required to complete the following mandatory courses through Cemex University:

🕒 Estimated completion time: approximately 30 minutes per course

📅 Deadline: 18th December 2026

Please ensure that both courses are completed by the deadline.

🔗 New ETHOS: Do the Right Thing (2026) – Open course [HERE](#)

🔗 Foundations of Value Creation – Open course [HERE](#)



Thank you for your support and commitment to your development and to our Cemex values.

Engages Across Political Party Conference Season

Cemex UK was active across this year's political party conference season, engaging with politicians, policymakers, business leaders and industry stakeholders on the issues that matter most to UK industry and construction.

Representing Cemex UK, Dan Mann (pictured), Corporate Affairs Manager, attended events and discussions throughout the conference season, helping to ensure the voice of UK manufacturing and construction was heard as political parties set out their competing visions for the country's future.



While party slogans varied, a common theme emerged across all conferences: a desire to strengthen the UK's economy, boost productivity and create sustainable growth in communities across the country.

For Cemex, these ambitions align closely with the need for a strong domestic industrial base supported by the right policy environment. Throughout the conference season, discussions focused on the practical steps needed to unlock investment, improve competitiveness and support growth.

Key themes included:

- Delivering a more competitive industrial strategy.
- Reducing energy costs for UK manufacturers.
- Ensuring a level playing field between UK-produced goods and imports.
- Implementing an effective Carbon Border Adjustment Mechanism (CBAM) to address carbon leakage.
- Supporting investment in domestic manufacturing, infrastructure and construction.

The conferences also provided valuable opportunities to gather political intelligence, strengthen relationships with key decision-makers and promote the role that businesses such as Cemex play in creating jobs, supporting communities and delivering the infrastructure needed for growth.

Dan Mann said: "Across all political parties there is a clear recognition that Britain needs growth, investment and a stronger industrial base. The challenge now is turning those ambitions into action. For businesses like Cemex, that means creating the right conditions for investment through competitive energy costs, effective carbon leakage protections and a policy environment that supports UK industry. It was encouraging to see these issues being discussed so prominently throughout conference season."

Cemex UK would like to thank colleagues, industry partners and stakeholders who contributed to discussions throughout the conferences and helped champion the importance of manufacturing, construction and infrastructure to the UK's future prosperity.

The Corporate Affairs team will continue to engage with policymakers across all parties to ensure Cemex's priorities remain part of the conversation as policy proposals develop in the months ahead.

British Embassy Mexico Representative Visits Rugby Cement Plant

Cemex UK recently welcomed Sarah Hidalgo, Head of Investment, Business, Innovation, Science and Trade at the British Embassy in Mexico, to its Rugby Cement Plant for discussions on UK-Mexico economic ties, investment and industrial growth.

The visit provided an opportunity to highlight the important contribution that Cemex makes to the UK economy as the largest Mexican investor in the country, as well as to showcase the role the Rugby plant plays in supporting UK construction and infrastructure.



Discussions focused on the strong relationship between the UK and Mexico, the value of international investment and the importance of creating the conditions that enable businesses to continue investing, innovating and growing.

The visit also explored opportunities for continued collaboration between industry, government and international partners to strengthen the UK's industrial future and support long-term economic growth.

Dan Mann, Corporate Affairs Manager at Cemex UK, said: "It was a pleasure to welcome Sarah to our Rugby Cement Plant and discuss the strong economic relationship between the UK and Mexico. As the largest Mexican investor in the UK, Cemex is proud to play its part in supporting British industry, investing in communities and contributing to the country's growth ambitions. The visit was a valuable opportunity to showcase our operations and discuss the importance of continued investment, collaboration and innovation."

Cemex remains committed to strengthening the links between the UK and Mexico and demonstrating the positive contribution international investment can make to businesses, communities and the wider economy.

Gary Enjoys a Retirement Gift to Remember

After an incredible 41 years of service, former Lincoln Asphalt Plant Manager, Gary Hayhurst, has now enjoyed the retirement gift presented to him when he retired in June. As you can see in the photo, Gary took to the skies for a once-in-a-lifetime taxi ride in a Lancaster bomber, creating lasting memories from a remarkable experience.

Gary's dedication and contribution to the business over more than four decades have left a lasting impact on colleagues across the UK, and it's wonderful to see him enjoying such a special send-off in retirement.



We wish Gary all the very best for the future and hope he continues to enjoy many more exciting adventures in the years ahead.

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
123-10-2026	Health and Safety Advisor	Health and Safety	Midlands	30/10/2026
124-10-2026	Plant Manager	Materials - Readymix	Castleford	03/11/2026
125-10-2026	Plant Manager	Materials - Readymix	York	03/11/2026
126-10-2026	Relief Plant Manager	Materials - Readymix	Royston	06/11/2026
127-10-2026	Transport Planner	Materials - Customer Experience	Oldbury Office	02/11/2026
128-10-2026	Operative	Materials - Aggregates	Halkyn	11/11/2026
129-10-2026	Relief Plant Manager	Materials - Readymix	Oldbury	11/11/2026

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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 blockage in the alternative fuels rotary feeder was attempted to be resolved without following the correct isolation procedure by those involved. At around 7.30pm, after opening the inspection gate, the Production Technician inserted his hand into the rotary feeder, and coordinated by phone with an electrician, who was approaching the end of his shift, to manually start and stop the equipment from the electrical station. During the intervention, the equipment activated and the technician sustained a serious injury to his left hand, resulting in the loss of four fingers.

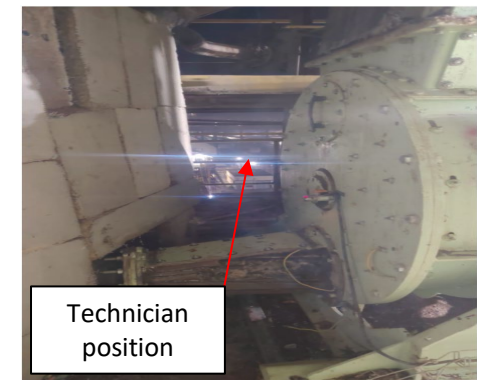
After investigation, appropriate disciplinary actions were taken for involved people, reinforcing zero tolerance for deliberate safety bypasses.

REVIEW POINTS FOR ALL SITES

- Ensure LOTOTO compliance for relevant activities
- Have the required risk assessments, safe operating procedures and permits in place, and ensure everyone carries out a Take 5
- Prioritize daytime work with leadership-approved scope to reduce night-shift risks.
- Plan and manage unplanned and high-risk work effectively, including night work
- Provide tools for fast clear communication at all relevant levels.
- Everyone knows they are empowered to stop work if something isn't right and alert colleagues if they are at risk of injury

KEY FINDINGS

✓	The Technician was wearing PPE including gloves. He had LOTOTO training and participated in several related campaigns, the latest being just two weeks before
×	The Technician and electrician knowingly bypassed the procedure to save time
×	The electrician used a troubleshooting method to finish his shift on time. It was also identified that he had performed a similar bypass two weeks earlier in another equipment.
×	No task-specific permit or risk assessment were in place, and they did not use Take 5.
×	Lack of involvement from the plant chief of shift, who treated the reported stoppage as routine and neither responded nor followed up in the field as required.
×	Two other workers advised the technician to isolate the equipment, but he did not comply.



Safety Alert

High Potential Incident Failure to Comply with Isolation Procedures

INCIDENT DETAILS

Following an issue with the fiber addition system, the Assistant Plant Manager investigated the fault. Local isolation was applied using both the Manager-in-Charge lock and the operative lock, and the LOTOTO process was completed in accordance with the isolation card. After the fault was identified and rectified, the isolation was removed and the equipment was re-energized for testing. The equipment was then operated with the guard removed, and no additional control measures were implemented to protect personnel during the testing activity.

The Assistant Manager subsequently left the area to sign off a permit for another contractor, leaving the equipment energized and unguarded. An operative identified the unsafe condition and re-isolated the equipment to ensure the area remained safe until the Assistant Manager returned.

REVIEW POINTS FOR ALL SITES

- Apply isolation procedures strictly in accordance with the written requirements.
- A permit to work must be in place before any guard is removed.
- Complete an effective Take 5 before undertaking any activity.
- Ensure effective communication is maintained across the site throughout the task.
- Avoid shortcuts and always leave equipment in a safe condition.
- **TPM:** Consider whether sufficient task planning and risk assessment have been applied, even for minor maintenance activities.
- Remain focused on the task and avoid distractions that may compromise safety.

KEY FINDINGS

- | | |
|---|--|
| ✓ | Initially local isolation applied. |
| ✗ | The task was undertaken without a Permit to Work or suitable pre-task planning - TPM |
| ✗ | No Take 5 was completed by the Plant Manager; however, the operator had completed a Take 5 when the issue was identified |
| ✗ | Lack of effective communication with team members during the task. |
| ✗ | The area was left without guarding or isolation controls when the manager became distracted. |
| ✗ | Following the incident appropriate disciplinary measures were taken |



Isolation Procedures
Never work on live or moving machinery – always 'lock out'.



**Look for Yourself
and Each Other**



Tools and Equipment

01.10.2026



Cemex & RSPB Partnership Blog October 2026



Welcome to the October 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 October, I joined Cemex's EMEA Sustainability Webinar. My thanks to Sean Cassidy, EMEA Biodiversity Manager, for inviting me to attend and speak at the webinar. I found it a very interesting and informative session, learning more about Cemex's corporate goals for Nature Positive and the positive nature actions being taken across Europe.

I spoke about Cemex's Kensworth Quarry, which is a successful model of Cemex UK, working in a formal partnership with the RSPB and informal ones with other organisations such as Butterfly Conservation and the North Chiltern Conservation Volunteers. I have picked up the baton from my RSPB predecessors in working with Mark Gough, the Quarry Manager, who has been a driving force in making the partnerships happen and work successfully.

It demonstrates the how strategic biodiversity objectives can flow through a golden thread to tactical delivery on the ground. It has the wider benefits of improved understanding with statutory bodies, environmental NGOS and the local community, of the benefits of mineral site restoration for nature. As a case study, it is a model that could be adopted at other sites.



The webinar is still available to watch [HERE](#)

Action for Wildlife

The RSPB's advice on feeding birds is to feed seasonally and to feed safely. This is to help prevent the spread of diseases that have been causing declines in some bird species, especially finches. From 1st November, seeds and peanuts can be provided in hanging feeders again along with fat balls, suet pellets and dried mealworms. It is important to keep feeders clean by regularly washing with hot soapy water and disinfect with a non-toxic disinfectant such as Ark-Klens or a mild (5%) bleach solution. Be sure to also clean away any old food or droppings from beneath feeders. Moving the location of feeders also helps.

For further information see

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



Image: Blue Tit on peanut feeder © Chris Gomersall, RSPB



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

Focus on Lowland Heathland

Lowland Heathland: A Valuable Habitat Under Threat

Lowland heathland is a rare and important habitat found across the UK, particularly in southern England. It is typically found on sandy, acidic, nutrient-poor soils at relatively low elevations. The landscape is characterised by open areas of low-growing heather and grasses, with patches of broom and gorse scrub, scattered trees and areas of bare ground. It is a colourful mosaic of the purples and pinks of heather species and the yellows of broom and gorse; these flowering shrubs make it important for pollinators. Although it may appear wild and natural, much of the UK's heathland has developed through centuries of traditional land management, including livestock grazing and cutting vegetation for materials and fuel.

Lowland heathland supports a remarkable variety of wildlife from bare ground specialists (Green Tiger Beetles, mining bees and solitary wasps) to species that use heather and scrub. It is home to all six UK native reptiles and a suite of specialist birds – Nightjars, Woodlarks and Dartford Warblers. Invertebrates, including rare bees, butterflies and spiders, benefit from the diverse vegetation and warm, sheltered conditions. The combination of different plant communities and habitat features makes heathland particularly valuable for biodiversity.

The area of lowland heathland has declined a massive 80% over the past two centuries through land use changes. But the UK still has 20% of the world's lowland heathland so what remains is critically important for cultural and wildlife-rich habitats. Furthermore, remaining sites are often fragmented, leaving wildlife populations isolated and vulnerable. Without appropriate management, heathland will become overgrown with scrub and trees, reducing the open conditions required by many specialist species. Invasive plants, recreational disturbance and the increased risk of wildfires pose further threats. The loss of habitat is a recurring theme in my articles and reflects the challenges faced.

The good news is that the importance of remaining areas is recognised with many sites protected and managed. There are landscape-scale projects to restore links between isolated heathland sites to allow species to move between populations and improve their long-term survival. More now is understood about how to restore successfully former lowland heathlands from farmland and conifer plantations. There are success stories as well. The Dartford Warbler, a small bird that likes to feed and nest in areas of thick gorse and heather, had declined in the second half of the twentieth century and reduced its range to Dorset. It has now recolonised much of southern England and East Anglia and slowly spreading northwards. This is through better management of areas, creation of new areas and warmer winters helping survival.

Cemex is restoring lowland heathland at its Rugeley and West Heath quarries so making an important contribution to the conservation of this important habitat and the species it supports. The active quarries also provide temporary areas of bare sand for invertebrates.

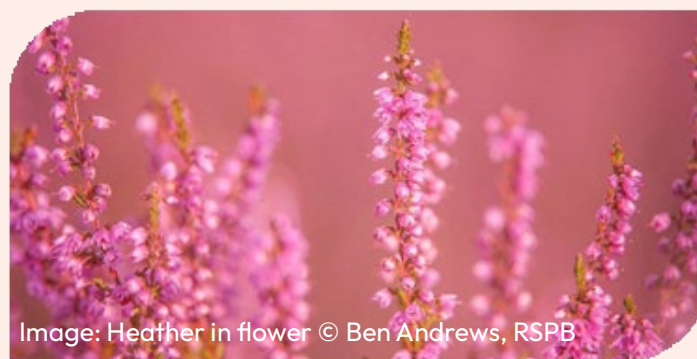


Image: Heather in flower © Ben Andrews, RSPB



Image: Dartford Warbler, a Lowland Heathland conservation success story of the 21st century © Les Cater, RSPB

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



Women's Health Common does not mean normal

Our Q4 Women's Health Campaign aims to encourage greater understanding of important women's health topics.

Endometriosis

Recognising when period pain may be more than "just a bad period".

Endometriosis UK

Provides information, webinars, local support groups, an online community and a helpline.



NHS - Endometriosis

Provides information about symptoms, tests and treatment



PMS and PMDD

Identifying when cyclical symptoms are having a significant impact on daily life.

The PMDD Project

Offers information, resources and peer support groups for people affected by PMDD.



NHS

Provides information about symptoms, tests and treatment



NHS - PMS

NHS - PMDD

Menopause & perimenopause

Understanding symptoms and available workplace support

Menopause resources on Cemex UK News

Guides to support if you are struggling with menopause.



NHS

Menopause and perimenopause help and support.



Menopause Support UK

Provides information, guidance and support.



Breast Health

Knowing what is normal for you and when to seek medical advice.

Breast Health resources on Cemex UK News

Guides to support breast cancer and screening.



NHS - breast screening

Provides information about screening, why and how.



This campaign is intended to raise awareness and provide information. If you have concerns about your health, please speak with your GP.