CEMEX

Welcome to UKNEWS



Your bi-weekly update from around Cemex UK

12th November 2026

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Health & Safety

New Winter Safety Campaign Launches



As temperatures begin to fall and winter approaches, we have launched our **Winter Safety Campaign**, helping teams across Cemex UK prepare for seasonal conditions and reduce the risk of winter incidents, particularly **slips, trips and falls**.

Winter weather can quickly change conditions at our sites, from icy walkways and reduced daylight to snow, rain and slippery surfaces. The campaign provides practical tools to help managers, supervisors, employees and contractors identify potential hazards, put the right controls in place and regularly reassess conditions throughout the season.

Teams are encouraged to:

- **Complete the Winter Site Safety Checklist**, covering key areas including snow and ice management, lighting, PPE, welfare arrangements and emergency preparedness. Download here: Winter Site Safety Checklist 2026
- **Use the Winter Safety Briefing** to discuss lessons from recent winter slips, trips and falls and the practical measures we can take to prevent similar incidents. Download here: Winter Safety Briefing - Prevention of STFs
- **Take a Winter Take 5** before each shift and whenever conditions change. Check the conditions, identify hazards, report and secure unsafe areas, confirm controls are working and reassess the risk.
- **Display the Winter Take 5 poster** in relevant workplace areas as a simple, visible reminder. Download here: Winter Take 5 Poster
- **Use VFL visits** to talk about winter hazards, safe walking routes, suitable footwear, anti-slip measures and the importance of reporting icy or slippery areas early. Download here: Winter Preparation & Housekeeping VFL

Sites should also adapt the campaign materials to reflect their own local conditions and operational risks.

Don't wait for winter weather

The most important action is to **prepare before winter conditions arrive**. Please take time now to check that appropriate controls are in place and continue to reassess them as weather and site conditions change.

By staying alert, acting early and looking out for one another, we can help everyone stay safe throughout the winter months.

We're Supporting Road Safety Week: Safe People on the Move



From Monday 15th November Cemex will once again be supporting Brake's Road Safety Week, the annual campaign bringing organisations, communities and individuals across the UK together to raise awareness of road risks and encourage safer journeys for everyone.

This year's theme: **"Safe People on the Move",** reminds us that road safety matters however we travel, whether driving for work or leisure, cycling, walking or using public transport.

For Cemex, road safety is particularly important. Every day, our colleagues and contractors make journeys and vehicle movements across our operations and communities. Road Safety Week gives us another opportunity to stop, think and reinforce the behaviours that help keep everyone safe.

We encourage you to get involved

📽️ Watch our **Road Safety Week 2026** video HERE to learn about the technology and safety features built into our heavy vehicles to help protect pedestrians, cyclists, drivers and everyone who shares the road with us.

🚚 Complete an In-Vehicle VFL. We want to maximise the number carried out across all vehicle types, including company cars, vans, rigid vehicles and articulated vehicles.

📌 Print and share the Road Safety Week posters which you can find HERE and use them to start conversations with colleagues about safe behaviours on and off the road.

🔗 Share what your team is doing on the Engage EMEA Community using the hashtag #RoadSafetyWeek2026.

📲 Support our social media activity. Look out for Cemex UK Road Safety Week posts on LinkedIn and help increase their reach by liking, commenting and sharing.

👷 Lead by example. Managers and Supervisors can help bring the campaign to life by discussing road safety with their teams and encouraging participation.

Road safety is something we all have a role in. Let's use Road Safety Week to start conversations, challenge unsafe behaviours and take positive action to help keep our colleagues, contractors, customers and communities safe.

Rugby Celebrates Excellent ISO 45001 Assessment



Congratulations to everyone at our Rugby Cement Plant following an excellent result in its latest ISO 45001 continual assessment, with no nonconformities raised. ISO 45001 is the internationally recognised standard for occupational health and safety management, providing a framework to help organisations manage risks, protect employees and continually improve workplace health and safety.

The assessment was conducted by British Standards Institution (BSI), with the auditor confirming that all assessment objectives were successfully achieved. Recognition was given to the professionalism demonstrated by the team and the prompt provision of information and documentation throughout the visit.

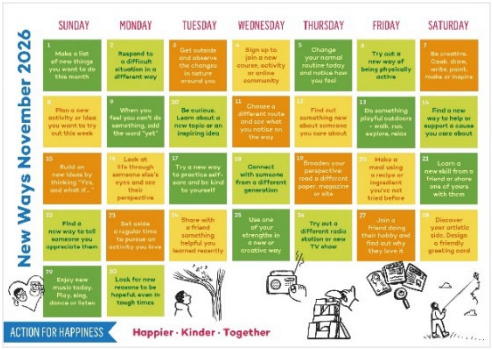
The auditor also highlighted the strong commitment evident across several important areas, including health and safety management, occupational health and wellbeing, emergency preparedness, contractor management and continual improvement.

In her feedback, Joanne Phillips from BSI, thanked the team for their time, support and co-operation throughout the assessment and praised the professionalism shown during the visit.

This is a fantastic result and reflects the hard work and commitment of everyone involved in maintaining high standards at Rugby Cement Plant. Well done to the Rugby team and everyone who supported the assessment. A great achievement and another positive demonstration of our ongoing commitment to looking after the health, safety and wellbeing of our people.

Action for Happiness – New Ways November

This month we're encouraging you to try something new! A great way to boost resilience and feel happier is to try a new activity or take a different approach.



Why not download this month's New Ways November – Action for Happiness calendar, for some great ideas of new things to try. Each day they give you a little task to try and complete. It could be anything from 'Do something meaningful for someone' to 'Share an inspirational quote'.

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

You can also watch Vanessa King's video explaining New Ways November here.

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

Stay Cyber Aware: Follow Our Cybersecurity Channels

Cybersecurity is everyone's responsibility, and staying informed is one of the simplest ways we can help protect ourselves, our colleagues and Cemex. We must all play our part in staying alert to cyber risks and following the latest security guidance.



The EMEA Security team has partnered with our P&IT Cybersecurity team to act as cybersecurity awareness champions. As part of a wider range of initiatives, we want to increase awareness of the useful advice, guidance and resources already available to colleagues across Cemex.

We're asking all colleagues to take a few minutes to follow our key cybersecurity Viva Engage accounts and bookmark the P&IT Cybersecurity Portal. Staying informed must become part of the way we protect ourselves and Cemex every day.

Start with these essential resources:

- 🔐 Information Security Culture
  Follow the Information Security Culture Viva Engage community for practical advice covering cyber threats, data protection, scams, AI risks and general security awareness.

- 💻 Process & IT
  Follow the Process & IT Viva Engage community for corporate cybersecurity communications, Cyber Month campaigns and wider Let's Talk IT updates.
- 🌐 P&IT Cybersecurity Portal
  Bookmark the Cemex Cybersecurity Portal, our central SharePoint hub for cybersecurity guidance, policies, training and regional contacts.

People worth following
There are also several colleagues regularly sharing cybersecurity and information security knowledge. Click their names to visit and follow their Viva Engage profiles:

- Ramiro De La Rosa Hernandez - information on social engineering, phishing, deepfakes and vishing.
- Alfredo Ulises Murguia Hernandez – perspectives on governance, risk, compliance, AI and cyber risk.
- Fatima de la Rosa Picazo – practical information about safe AI use and protecting Cemex information and data.
- Olivia Carolina Rodriguez De Leon – Cyber Month activities, challenges and useful links to cybersecurity resources.
- Ursula Ruiz Perez] – cybersecurity training, responsible AI guidance and awareness campaigns.
- Jose Emmanuel Galeana Gomez – OT cybersecurity.
- Colin Peter Jones- EMEA Security Manager – cybersecurity awareness and regional security risks.
- John Sweeting - UK Security Manager – UK cybercrime and fraud awareness.

We have also shared these links as QR codes in a poster which you can find at the end of this document and on the UK News download page: www.cemexuknews.co.uk/downloads

Cyber threats continue to evolve, from phishing and social engineering to deepfakes and the risks associated with AI. We must stay alert to these changing threats and make sure we know where to find trusted, up-to-date guidance. Following these accounts means useful cybersecurity advice and alerts are more likely to appear naturally in your Viva Engage feed.

Please take action today: click the links, hit 'Follow' and bookmark the Cybersecurity Portal. It only takes a minute, but we must all take responsibility for staying informed and cyber aware to help protect ourselves, our colleagues and Cemex.

Customer Centricity

Meet the People Helping to Keep Britain Building

Our new film, made together with Victa Railfreight, takes you behind the scenes at Cemex UK's Dove Holes Quarry, revealing the teamwork, expertise and commitment to safety, behind our Rail Freight operation.



Together, we're keeping essential construction materials moving across Britain, supporting the UK's construction industry.

🎥 Take a look behind the scenes at the FULL video HERE

Aggregates Take Another Step Towards Paperless Collections



We're taking another step forward in the digital transformation of our Aggregates business, with the introduction of a new paperless collection process designed to make Proof of Delivery (POD) quicker and easier to access.

Under the new process, drivers will electronically sign their POD at the weighbridge, removing the need for a printed ticket. Once signed, they can simply scan a QR code and download the POD directly to their mobile device.

Weighbridge clerks will also have the option to email the POD directly to the driver. For customers, accessing delivery information will be just as straightforward. They can receive PODs directly from their drivers or view and download their tickets at any time through Cemex Go.

By moving away from printed tickets, the new process will help simplify collections, reduce paper usage and make important delivery information more accessible, while supporting our wider commitment to digitalisation and more sustainable ways of working.

The new process will initially be piloted at Rugeley from the week commencing 16th November, helping us gather feedback and learnings before future implementation.

Profitability

Capex Investment Secures the Future of Dove Holes Quarry



Cemex is making a major investment in its UK operations with a £16 million project at Dove Holes quarry in Derbyshire, marking the largest capital expenditure project currently being delivered in the EMEA region. This significant global investment reflects Cemex's long-term confidence in the UK construction sector and its commitment to securing the future of one of the country's most important limestone reserves.

The investment will fund the construction of a state-of-the-art filtration facility that will transform the way quarry fines are managed at the site. The new facility, being developed and supplied by Diemme Filtration, is scheduled to be operational by August 2027.

During the Aggregate production process, limestone is washed before being processed. The water containing the washed silts is pumped into a lagoon where silt and fine limestone particles settle out before the water is reused. Silt lagoon space is now running critically low and creating additional lagoon space will require sterilisation of significant limestone reserves. The new filtration technology will remove silts from the washed slurry, converting this into clean water to be recirculated in the washing process and solid "cakes". These can then be safely stacked and stored away from the excavation site and sold as a valuable by-product.

Dove Holes quarry is currently sitting on approximately 200 million tonnes of limestone reserves. By removing the need for additional lagoon space, this investment will unlock access to 125 million tonnes of limestone aggregate, helping secure the long-term future of the quarry.

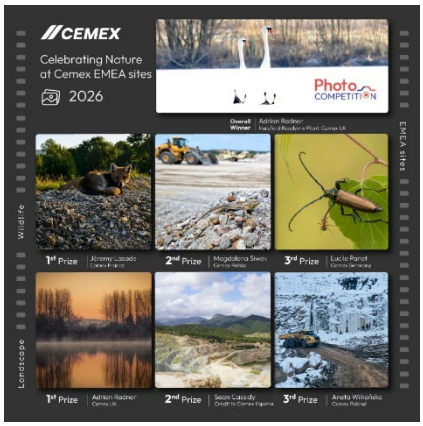
Diemme Filtration, a global leader in solid-liquid separation technology, will provide advanced filtration and thickening solutions designed to maximise water recovery, improve dewatering efficiency and support sustainable resource management.

Speaking about the project, Lex Russell, MD UK Materials, said “This major investment demonstrates our long-term commitment to Dove Holes and Cemex UK, as well as our confidence in the UK construction industry. It will enable us to operate more efficiently, maximise the quarry’s reserves and ensure Dove Holes remains a vital part of our business for generations to come.”

Once completed, the new facility will not only improve operational efficiency but will also secure a critical source of limestone aggregate for the UK construction industry for decades to come.

Future in Action

Picture Perfect: Double Win for Hereford’s Adrian Radnor!



We’re delighted to share the winners of this year’s EMEA photo competition, ‘Celebrating Nature at our Sites’, with a fantastic result for the UK!

A huge congratulations to Adrian Radnor, Hereford Readymix Plant Manager, who was crowned Overall Winner, as well as taking 1st prize in the Landscape category. What an incredible achievement!

The competition attracted some brilliant entries from across EMEA, capturing the beauty and variety of nature found at Cemex sites. From striking landscapes and plant life to the wildlife that makes its home alongside our operations, the photographs offered a wonderful glimpse of the natural world around us.

Well done to Adrian on his fantastic double win, congratulations to all our other winners, and a big thank you to everyone who entered and shared their photography with us.

Latest Environmental Briefing- Future In Action Update

The latest Environmental Briefing covers this year’s changes to Cemex’s Future in Action sustainability programme. You can find this at the end of this document and on the UK News download page: www.cemexuknews.co.uk/downloads



Future in Action has been refocused from six pillars into two clear priorities: Smart Decarbonisation and Responsible Nature. The briefing provides an overview of the changes and what they mean for the UK business, including how we can all contribute through our day-to-day activities.

📌 Please take a few minutes to read the briefing and share it with relevant colleagues and teams.

Lend a Hand: Dove Holes Team Spruce Up Memorial Garden



Colleagues from Dove Holes quarry put their Lend a Hand volunteering time to great use recently, helping to prepare Peak Dale Memorial Garden ahead of Remembrance Sunday.

The team rolled up their sleeves for a busy day of clearing fallen leaves, weeding, cleaning and sweeping the footpaths, helping to ensure the garden looked its best for the local community and those visiting to pay their respects. Taking part were Steve Watson, Tom Owen, Stephen Croft, Elliot Cash-Davies, Brett Walker, Bradley Collier and Kyle Murray. The team thoroughly enjoyed spending the day together and having the opportunity to give

something back to the local community, leaving the Memorial Garden clean and tidy for such an important occasion.

Their efforts were also recognised by Cllr Peter N Roberts, Limestone Peak Ward, who wrote to thank Steve Leigh, Aggregates Operations Manager at Dove Holes, following the volunteering day: *"I would just like to thank you and Cemex for the excellent work that has been done by your team at Peak Dale War Memorial ready for Remembrance Sunday. They worked hard to bring the memorial garden up to scratch. Thank you."*

A big thank you also goes to local contractor J&A who supported the team by providing a road sweeper, and High Peak Golf Club, who kindly lent the volunteers a leaf blower. Their support made a real difference and helped the team get through a huge amount of work during the day.

Well done to everyone involved for making a real difference and demonstrating the fantastic community spirit behind Lend a Hand.

Celaine Takes on a Marathon Challenge for Myton Hospices



In January Celaine Cave, Technical Systems Analyst in UK Materials, will be swapping a relaxing winter weekend for walking a full marathon around London, all to raise vital funds for The Myton Hospices.

On 30th January 2027, Celaine will take on the Ultra Challenges London Winter Walk covering 26.2 miles (42km) from the Oval Cricket Ground. The challenge is expected to take around seven to eight hours, with January weather adding an extra test!

Myton Hospices is a cause particularly close to Celaine's heart, having cared for members of her family. More recently, Celaine has experienced first-hand just how important specialist palliative and end-of-life care can be, not only for patients but for their families too.

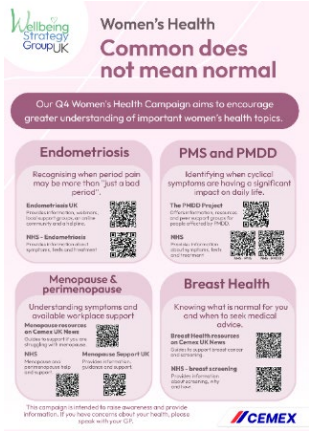
Training is already well underway, including a successful test half-marathon. Celaine has already passed her minimum £300 fundraising target and is now aiming to raise £1,000.

Let's get behind Celaine and help her reach her target! If you'd like to support her challenge and Myton Hospices, you can donate through Celaine's JustGiving page www.justgiving.com/page/celainecave26
Good luck, Celaine. We'll be cheering you on every step of those 26.2 miles!

Employees

Wellbeing Campaign - Women's Health: Endometriosis, PMS and PMDD

As part of our Q4 Women's Health Awareness Campaign, we're shining a spotlight on conditions that affect millions of women but are still too often misunderstood, normalised or dismissed.



The campaign's message is simple: common does not mean normal. Pain, heavy bleeding, exhaustion, brain fog and severe mood changes may be common experiences, but symptoms that repeatedly affect sleep, work, relationships or everyday life deserve attention and support.

When period symptoms affect your life
Many women are told that painful periods are simply something to be endured. However, conditions such as endometriosis can cause severe period pain, heavy

bleeding, pelvic or back pain, fatigue and difficulties carrying out everyday activities. Some women find themselves missing work, cancelling plans or struggling to concentrate because of their symptoms.

Similarly, while many people experience some symptoms before their period, PMS and PMDD can have a much greater impact. PMDD (Premenstrual Dysphoric Disorder) is a severe condition that can significantly affect emotional wellbeing, relationships and daily life. Symptoms can include anxiety, depression, anger, overwhelm, severe fatigue and difficulty concentrating, often following a clear monthly pattern.

You deserve to be heard
One of the strongest themes running throughout this campaign is the importance of recognising your symptoms and seeking support when something doesn't feel right.

Symptoms should not be dismissed as "just a bad period", "being hormonal" or something you simply need to put up with. Tracking symptoms, recording their impact on work and home life, and discussing them with a healthcare professional can help ensure you receive the support you need. The campaign encourages women to continue seeking help if symptoms persist, worsen or treatment is not working.

Support at work
Health conditions linked to the menstrual cycle can affect colleagues in different ways and at different times. A supportive workplace can make a meaningful difference. Where symptoms are affecting a colleague at work, appropriate support will be considered on an individual basis, taking account of their personal circumstances. This may include reasonable adjustments to working arrangements where appropriate. Colleagues are encouraged to discuss any workplace impact with their manager without feeling they need to disclose unnecessary personal information.

Where to find support
If you think you may be experiencing symptoms of endometriosis, PMS or PMDD, trusted information and support are available through:

- Endometriosis UK, which provides information, webinars, local support groups, an online community and a helpline.
- The PMDD Project, which offers information, resources and peer support groups for people affected by PMDD.
- The NHS website for information about symptoms, diagnosis and treatment options.
    - https://www.nhs.uk/conditions/endometriosis/
    - https://www.nhs.uk/conditions/pmdd-premenstrual-dysphoric-disorder/
    - https://www.nhs.uk/conditions/pre-menstrual-syndrome/

📌 Please share our Women's Health poster on the UK News download page: HERE on all workplace notice boards, toilet cubical doors and wellbeing notice boards.

The most important message: pain, heavy bleeding, severe fatigue and significant mood changes are not a sign of weakness or something you simply have to tolerate. Notice the pattern, record the impact, ask for help and follow up if symptoms continue.

Behind the Purpose: how we found the words to unite EMEA

Powered by our People. Passionate about our Future.



You will probably have seen our EMEA Purpose by now. But how did we arrive at those eight words?

The story began earlier this year, with a simple ambition from our Regional President, José Antonio Cabrera: to create a Purpose for EMEA that our people could connect with emotionally, wherever they work and whatever their role.

But finding a few words that could resonate across different countries, cultures, languages, businesses and roles was never going to be simple.

The journey began in March when José Antonio and the regional VPs came together for a full-day workshop. Rather than jumping straight into possible slogans, they started by exploring the bigger picture: how people across EMEA were feeling, what makes our region distinctive and what we want our future to look like. From those discussions came a set of building blocks for our Purpose, including our people, our heritage, excellence, growth and the future. These were developed into a longlist of potential statements before being narrowed down to three options for the most important stage: putting them in front of our people.

Focus groups were held in the UK, Spain and Poland, deliberately bringing together colleagues with different experiences and perspectives. We wanted to hear from people in operational and non-operational roles, from different parts of the business and at different stages in their careers.

And the conversations proved exactly why that mattered.

Words that resonated strongly in one country did not always work in another. Some were difficult to translate. Others created completely different associations depending on people's experiences. There was plenty of debate around words including *people*, *heritage*, *stronger*, *passionate* and *future*.

Most importantly, the feedback changed the outcome. Rather than simply choosing one of the three shortlisted statements, we discovered that the strongest answer was a combination of two:
Powered by our People. Passionate about our Future.

Before anything was launched, the statement was tested further across EMEA, including checking how it translated and allowing appropriate local adaptation while retaining the same meaning.

The result is therefore much more than a line created in a meeting room. It has been shaped by voices from across our region, from senior leaders to colleagues working across our operations and offices – which is exactly how it should be.

We are incredibly grateful to all those who contributed to the process – thank you!

Please do now take the opportunity to share the Purpose and the materials we have created with your teams and colleagues. You can find assets including Teams backgrounds, email signatures and other assets here.

Congratulations Harry on Prestigious Student Award



A huge congratulations to Harry Griffin, Procurement Technician at Dove Holes quarry, who has been recognised for his outstanding academic achievement while studying for his Foundation Degree in Mineral Extractive Technologies.

Harry recently attended the Institute of Quarrying Student Awards at Symphony Hall in Birmingham, where he was presented with the Longcliffe Calcium Carbonates Award of Excellence for Year Two. The prestigious award is presented to the best overall second year Foundation Degree student, recognising Harry's excellent academic performance and the hard work and commitment he has demonstrated throughout his studies.

Balancing further education alongside work takes real dedication, and Harry has continued to approach his studies with professionalism, enthusiasm and determination. Receiving this award is fantastic recognition of everything he has achieved so far.

It's always great to see our Cemex colleagues investing in their development, building their knowledge and gaining valuable skills for the future, and Harry's success is certainly something to celebrate.

Well done, Harry! A fantastic achievement and very well deserved. We wish you every success as you continue your studies.

Time to Share Your Voice

Our 2026 Global Workforce Experience (We'X) Survey has launched. Thanks you to everyone who has already completed it.



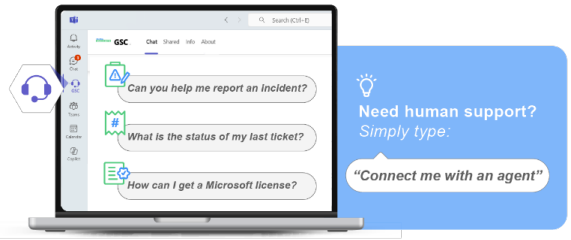
We really want to hear from everyone, so if you have not yet had the chance to complete it, be sure to take this opportunity to have your say about working for Cemex.

It's confidential and all employees across Cemex are invited to complete the survey. You can access the survey either by the personalised link sent to your Cemex email address, or by QR code. It is administered by a third-party company called Qualtrics, so please look out for the email from workforceexperience@qualtrics-survey.com.

Your chance to have your say
This is your chance to have your say, so be sure to complete the survey 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 GSC Ai Agent



Contacting GSC is now easier: try the new AI assistant which is now available in the GSC chat in Microsoft Teams to simplify how you get IT support.

You can try prompts such as:

- Can you help me report an incident?
- What is the status of my last ticket?
- How can I get a Microsoft license?

Need human support? Simply type: “Connect me with an agent”

Start using it today for an easier and faster support experience.

Cemex Talks with Fernando Enríquez, VP Cement Operations



You are invited to join the next Cemex Talks with Fernando Enríquez, VP Cement Operations, on 1st December at 10am.

Please join via zoom using this link: https://cemex.zoom.us/j/81462121605

From Coventry to Westminster: Making the Case for Growth



Our UK Corporate Affairs team has been representing Cemex at two recent events focused on economic growth – one regional and one national.

Earlier this month, members of the team attended the Coventry & Warwickshire Chamber of Commerce’s Annual Business & Economic Conference in Southam.

Bringing together regional business leaders, the conference explored opportunities to unlock growth in Coventry and Warwickshire, including through job creation, leveraging AI, infrastructure development, and investing in key businesses, sectors and institutions.

Dan Mann, Corporate Affairs Manager at Cemex UK, commented: “As a longstanding and key employer in the region, it was great to join other businesses to look at how we can build on Coventry and Warwickshire’s strengths and potential and create the right conditions for future growth. There’s a lot of ambition for the region, and we’re proud to be playing a part in its continued success!”

Dan also attended the Westminster launch of a new Logistics UK report, joining parliamentarians, policymakers and industry representatives to discuss the role logistics plays in UK economic growth.

The report, *UK Logistics: A Critical Driver of Growth and Investment,* produced by Capital Economics, examines the sector's contribution to supply chains, employment, tax revenue and foreign direct investment.



As a business that relies on road, rail and marine logistics to deliver construction materials across the UK, Cemex has a clear interest in policies that improve freight connectivity and support infrastructure investment.

Speaking after the launch, Dan said: "The report highlights something we see every day at Cemex, that logistics is fundamental to keeping the UK economy moving. It was valuable to hear the perspectives of policymakers and industry colleagues on how we can continue to strengthen the UK's competitiveness and support growth."

Celebrating Long Service Milestones



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

- John Parker, General and Commercial Manager at Sheffield Office, celebrates 40 years
- David Bell-Jack, Warehouse Supervisor at Marine Office, celebrates 25 years
- Barry Haggitt, Team Leader at Rugby Cement Plant, celebrates 25 years
- Kevin Smith, Maintainer/Operator at Rugby Cement Plant, celebrates 25 years
- Dean McNicholas, Electrician at Dove Holes Quarry, celebrates 15 years
- Duncan Hartshorne, Head of Aggregates Revenue Europe Materials at St. Helens Concrete Plant, celebrates 15 years

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.

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).

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
130-10-2026	Warehouse Supervisor	Procurement	Southampton	12/11/2026
131-11-2026	Technical Production Manager	Materials – Rail Products	Somercotes	16/11/2026
132-11-2026	Operative x 3	Materials - Aggregates	Hatfield Quarry	20/11/2026
133-11-2026	Supervisor	Aggregates	Hatfield Quarry	20/11/2026



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.

Winter TAKE 5

CEMEX

Stay safe during winter

When doing your daily Take 5, check if it is safe to carry out the work in winter conditions.



1 CHECK
Check the weather and ground conditions

2 IDENTIFY
Identify winter-related hazards

3 REPORT & SECURE
Report and secure slippery or unsafe areas

4 CONFIRM
Confirm appropriate controls, e. g. PPE and anti-slip measures

5 REASSESS
Reassess the risks if conditions change

SLIPS TRIPS & FALLS

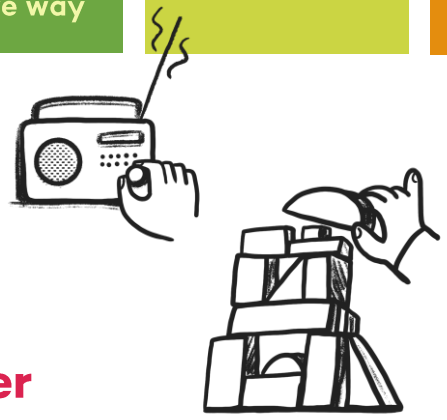
Zero4Life

New Ways November 2026

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1 Make a list of new things you want to do this month	2 Respond to a difficult situation in a different way	3 Get outside and observe the changes in nature around you	4 Sign up to join a new course, activity or online community	5 Change your normal routine today and notice how you feel	6 Try out a new way of being physically active	7 Be creative. Cook, draw, write, paint, make or inspire
8 Plan a new activity or idea you want to try out this week	9 When you feel you can't do something, add the word "yet"	10 Be curious. Learn about a new topic or an inspiring idea	11 Choose a different route and see what you notice on the way	12 Find out something new about someone you care about	13 Do something playful outdoors - walk, run, explore, relax	14 Find a new way to help or support a cause you care about
15 Build on new ideas by thinking "Yes, and what if... "	16 Look at life through someone else's eyes and see their perspective	17 Try a new way to practice self-care and be kind to yourself	18 Connect with someone from a different generation	19 Broaden your perspective: read a different paper, magazine or site	20 Make a meal using a recipe or ingredient you've not tried before	21 Learn a new skill from a friend or share one of yours with them
22 Find a new way to tell someone you appreciate them	23 Set aside a regular time to pursue an activity you love	24 Share with a friend something helpful you learned recently	25 Use one of your strengths in a new or creative way	26 Try out a different radio station or new TV show	27 Join a friend doing their hobby and find out why they love it	28 Discover your artistic side. Design a friendly greeting card
29 Enjoy new music today. Play, sing, dance or listen	30 Look for new reasons to be hopeful, even in tough times					











ACTION FOR HAPPINESS

Happier · Kinder · Together

Who to Follow for Cybersecurity & Information Security

Recommended Cemex Viva Engage communities, contributors and supporting resources

CLICK ON THE LINKS *(THEY'RE SAFE)* AND 'FOLLOW' THE ACCOUNTS

Information Security Culture

Primary community for practical cyber tips, data protection, scams, AI risk and awareness updates.

Process & IT

Corporate cyber communications, Cyber Month campaigns and wider Let's Talk IT updates.

Cybersecurity Portal SharePoint

Central hub for operational technology cybersecurity guidance, policies, training and regional contacts.

Colin Peter Jones

Security Manager EMEA.

Champions cybersecurity awareness across EMEA, promotes P&IT guidance and shares regional risks with the Global Cybersecurity team.

John Sweeting

Security Manager UK.

Promotes UK cybercrime and fraud awareness. Supports training, risk escalation and cybersecurity communications with P&IT.

Ramiro De La Rosa Hernandez

Information Security Manager. Strong source for social engineering, phishing, deepfakes and vishing guidance.

Alfredo Ulises Murguia Hernandez

Governance, Risk & Compliance perspective on AI, cyber risk and organisational controls.

Fatima de la Rosa Picazo

Practical awareness content on safe AI use and protecting CEMEX information and data.

Ursula Ruiz Perez

GRC Policy, Compliance, Awareness and Business Integration Consultant.

Supports global cybersecurity training and local awareness campaigns. Shares responsible AI guidance and promotes Cybersecurity Month participation.

Olivia Carolina Rodriguez De Leon

Current Cyber Month activity, challenges and links back to the CEMEX Cybersecurity Portal.

Jose Emmanuel Galeana Gomez

OT Cyber Security Leader in Information Technology Operations at CEMEX Central.

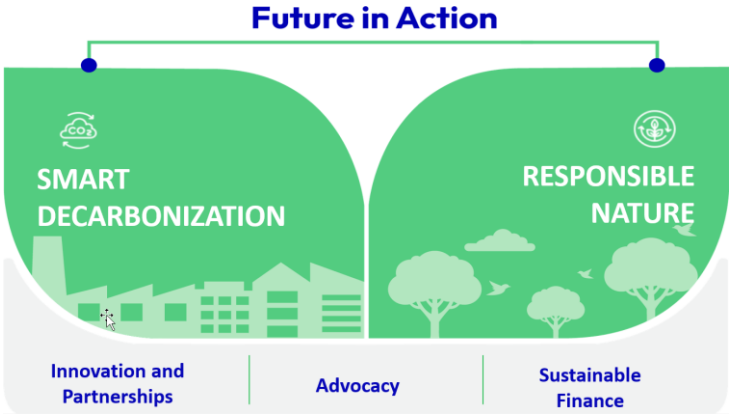
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ENVIRONMENTAL BRIEFING

Future in Action: a clearer focus for operational delivery

Future in Action is Cemex's sustainability framework, bringing climate action, resource efficiency and care for nature into business and operational decision-making to improve environmental performance and support long-term value creation. The programme has now been refocused from six separate pillars into two clear priorities: Smart Decarbonisation and Responsible Nature. The ambitions covered by the previous pillars have not disappeared. They are now brought together in a simpler framework that links sustainability more directly to operations, investment, purchasing and customer solutions. The programme continues to be supported by Innovation & Partnerships, Advocacy and Sustainable Finance. Our 2030 goals and commitment to become net zero across the value chain by 2050 remain unchanged.



SMART DECARBONISATION

- Improve energy and operational performance.
- Use circularity, lower-carbon products and scalable technology to reduce emissions.
- Prioritise action where the regulatory and economic case is strongest.

RESPONSIBLE NATURE

- Manage water, biodiversity, ecosystems, land and natural resources responsibly.
- Protect nature first where water and biodiversity risks are most material.
- Strengthen operational resilience and support positive environmental outcomes.

What can we all do to contribute to the success of Future in Action?

ENERGY & CARBON	Continue to reduce fuel and electricity use, improve process efficiency, support alternative fuels and lower-carbon products, and provide accurate performance data.
WATER & NATURE	Protect drains and watercourses, comply with abstraction and discharge requirements, maintain monitoring, and support biodiversity and responsible land-management actions.
CIRCULARITY & RESOURCES	Prevent waste, segregate it correctly, use authorised contractors and complete the required documentation. Look for safe opportunities to reuse materials.
EVERYDAY CONTROLS	Maintain spill prevention and containment, complete scheduled checks, keep evidence, and raise, own and close actions promptly in CheckProof.

Key Points

- Future in Action now has two clear priorities: **SMART DECARBONISATION** and **RESPONSIBLE NATURE**
- The previous six pillars are still covered within the new framework and the 2030 targets and the 2050 net-zero ambition have not changed
- Operational delivery matters: reduce energy and waste, protect water and nature, maintain controls and keep reliable records.

For further details or information, please contact a member of the Sustainability Department.

Wellbeing Strategy Group UK

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.

CEMEX