CEMEX

Welcome to UKNEWS



Your bi-weekly update from around Cemex UK

26th November 2026

www.cemexuknews.co.uk

Follow Cemex UK on LinkedIn

Health & Safety

Latest Safety Alerts – Slips, Trips and Falls & HiPo

SAFETY ALERT Zero4Life

We are sharing three Safety Alerts following incidents that occurred in EMEA. The first two relate to slips, trips and falls incidents. One incident occurred in an office and the other on an operational site. This year, Slips, Trips and Falls accounts for 45% of all TRIs and half of these resulted in a broken bone.

Please use these two Alerts alongside the recently issued Winter Readiness materials to help continue working on combating these types of events.

The third Safety Alert details a High Potential incident which occurred in our Israel operations. The incident involved a dumper truck that drove over the rear of a pickup vehicle that had entered the operational area of a quarry. Fortunately, no one was hurt, but this incident had the potential to have had severe consequences. As well as discussing it with your teams, please review the key learning points to identify if the correct controls are in place.

You can read all three Safety Alerts at the end of this document and on the UK News download page HERE.

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

Safety Milestone for UK Cement Operations



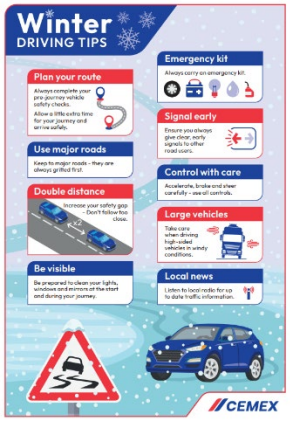
UK Cement Operations has recently celebrated one full year with ZERO Lost Time Injuries (LTIs). This is a fantastic achievement and a milestone everyone across the team can be proud of!

Reaching one year LTI free is testament to the commitment, care and dedication of every colleague across our Cement Operations. Thank you to everyone for the part you have played in keeping yourselves and each other safe.

Every day brings different challenges, and we must continue to stay alert, identify potential risks and, most importantly, look after ourselves and one another.

Nothing is more important than making sure everyone goes home safe and well to their families, every single day.

Winter Driving Safety Tips



With some areas now experiencing snow and freezing conditions, it is important to make sure we're all prepared for driving this winter.

Winter weather can be harsh and driving conditions can quickly change, with poor visibility, snow and ice on the roads; you need to be prepared and take extra care when planning your journey.

Ensure you know what the best way is to prepare for cold weather – driving in snow, ice and rain. And if you drive an EV, do you know how its range is affected by cold weather?

Before you go anywhere, follow these tips to help you to stay safe:

- Plan your journey. Tell friends or family where you're going, which route you're taking and when you expect to arrive.
- Keep a torch, blanket, ice-scraper, small shovel, suitable shoes or boots, de-icing fluid and a supply of winter grade screen wash fluid in the car. Some basic food and drink are also a good idea, and perhaps a flask of hot drink for longer journeys.
- Always take a fully charged mobile phone with you and ensure you have a working in-car charger.
- Never use warm or hot water to clear your windows of ice. The sudden change in temperature could crack the glass.
- Never set off if you haven't completely de-iced your car windows, lights and exterior mirrors. Driving with just a small 'porthole' of clear glass in a frosty windscreen isn't only dangerous – it's illegal. It's also a good idea to remove snow from the bonnet, boot lid and roof.
- Never leave your car unattended with the engine running to de-ice it – you may lose the car to an opportunist thief.
- Make sure your car is fuelled or charged sufficiently for your journey, bearing in mind you may get stuck in winter weather.

Please print and share the Winter Driving Tips poster which you can find on the UK News download page: HERE

Customer Centricity

Delivering Critical Infrastructure at Pace



With the residential market facing ongoing regulatory, planning and funding pressures, our Greater Manchester Readymix strategy has increasingly focused on the strong and more certain pipeline of investment in utilities and infrastructure. In particular, the United Utilities' AMP8 programme represents a significant opportunity, with major investment across the Northwest, driving demand for concrete to support essential improvements to water quality, wastewater infrastructure, network resilience and the environment.

Through strong relationships with key contractors and supply chain partners, our Northwest Readymix team is well positioned to support this investment, and one impressive example this year includes our work with Terra Solutions on an environmental improvement scheme in North Manchester.

The project formed part of United Utilities' £4.5 million investment to improve water quality in the River Irk, delivering long-term benefits for local waterways and communities.

Following an initial enquiry, Terra Solutions required approximately 400m³ of specialist underwater Concrete for a critical phase of the project, with supply needed on site within just three working days.

Leading the opportunity, Jordan Sutton-Briggs, Business Development Executive - Greater Manchester, worked closely with the customer and colleagues across Commercial, Technical, Operations and Logistics to turn this challenging request into a successful supply solution. This included sourcing a specialist Sika underwater admixture, developing a bespoke technical mix design, coordinating production and mobilising a dedicated fleet capable of delivering the full volume within a single operational window.

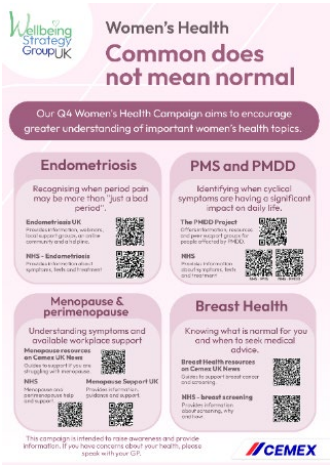
Despite the demanding timescale and technical complexity, all 400m³ was delivered successfully, allowing the customer to maintain momentum while Cemex continued to meet commitments across its wider customer base.

The project demonstrates exactly what Cemex can bring to the growing infrastructure market: strong customer relationships, technical expertise, speed, flexibility and collaboration across our teams. It also shows how our strategic focus on utilities and infrastructure is translating into real opportunities to support essential projects across the Northwest.

Well done to everyone involved!

Employees

Women's Health: Menopause and Perimenopause: workplace support can make a real difference



Menopause is a natural transition, but that does not mean its symptoms should be dismissed or endured without support.

Hot flushes, night sweats and changes to periods are widely recognised, but menopause and perimenopause can affect much more than temperature. Symptoms may include poor sleep, brain fog, reduced confidence, anxiety, low mood, migraines, dizziness, palpitations, joint stiffness and urinary or vaginal symptoms.

These changes can affect people differently. At work, someone may find it harder to concentrate during a complex task, manage physically demanding activity or contribute confidently in a meeting. Sleep disruption may also affect energy and focus.

Starting a supportive conversation
If symptoms are affecting your working day, consider speaking privately with your manager or a HR team member about the impact and any practical changes that could help. You can describe what has changed and what support you need without disclosing every medical detail. Where a colleague's symptoms affect them at work, any appropriate workplace support will be considered and discussed.

Managers can help by listening, respecting confidentiality and avoiding assumptions. Symptoms such as brain fog should not be labelled as poor organisation, sleep loss should not be dismissed as simply getting older, and anxiety or low mood should never be treated as weakness.

Seeking healthcare support
Keeping a symptom record for four to six weeks can make it easier to explain what is happening. Note the timing and frequency of symptoms and their effect on sleep, work and home life. Identify which symptoms have

the greatest impact and ask a healthcare professional about the available hormonal and non-hormonal options, including when treatment should be reviewed.

For reliable UK information, visit the NHS menopause and perimenopause support page, which signposts to national charities and support networks.

Further information and community support are available through:

- Our Cemex UK News download page resources HERE
  - Care First Menopause Support Service
  - Struggling with menopause?
  - Managing Your Menopause

- Menopause Support.co.uk: providing education, guidance, free resources and community support
- The Menopause Charity.org: clinically reviewed information for individuals, employers and those supporting others

Natural does not mean untreatable. With understanding, practical adjustments and the right support, menopause does not have to be managed alone.

NEW! Cemex Circle - mentoring pilot programme

We are pleased to introduce Cemex Circle, a new mentoring pilot programme for women across our UK business.



Cemex Circle 2027 cohort

The programme will offer a selected group of participants the opportunity to build their networks, learn from senior leaders and explore topics supporting personal and professional development.

The pilot cohort will meet for five half-day, face-to-face sessions at our UK headquarters in Binley:

- Monday 1st February 2027
- Wednesday 24th March 2027
- Wednesday 21st April 2027
- Tuesday 11th May 2027
- Wednesday 23rd June 2027 – Wrap-Up Session

Each session will focus on a different development theme, with opportunities to learn from the experiences of senior leaders and take part in optional one-to-one mentoring conversations. The final session will provide time to reflect on the programme and bring the experience to a close.

The programme will be led by Maninder Bains, Vicki Elliott, Miranda Clegg and Sarah Murphy, with support from Natasha West and Alejandra Carvajal Iglesias.

To register your interest, please email Natasha West at natasha.west@cemex.com by Friday 11th December 2026, copying your Line Manager into the email. Your Line Manager will need to confirm their support, and participants must be available to attend all five sessions.

Places are limited, so please register early.

Landing On Your Doormats Soon!



In the next few weeks, the latest edition of our CemExpress newspaper will be landing on your doorsteps.

In this bumper issue you can read all about how we're investing in the future of our UK operations, from major projects at Dove Holes and Hatfield to our new state-of-the-art facility in Swindon. Read how our products, expertise and partnerships are supporting major infrastructure projects, find out about the latest developments in safety, wellbeing and innovation, and see how we're taking action for nature through our work with the RSPB. Plus, we celebrate our people, recognise long service, share ways to say thank you to colleagues and bring you inspiring stories from teams across the business.

Keep an eye open for your newspaper in December, and please contact GB comms with any feedback, ideas for the next edition or if you don't receive your copy.

Inspiring the Next Generation



Last week, members of our Rugby Cement Plant and Binley Head Office teams attended the Rugby College Careers Fair, speaking with students and other attendees about Cemex and the potential career opportunities across our business and wider industry.

As a major employer in Rugby and the wider Midlands, it was fantastic to meet so many young people who are considering their next steps, learn about their interests and ambitions, and introduce them to our industry and the range of career paths available.

A big thank you to our colleagues who took part and represented Cemex at the event.

Two Webinars to Tune In To



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

Please be sure to join the **End of Year Town Hall** with CEO Jaime Muguiro and his senior management team, for the End of Year Townhall, 16th December at 3pm.



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.

- Jason Barker, Asphalt National Operations Manager, celebrates 40 years
- Gary Matthews, Shift Manager at Marine Office, celebrates 15 years
- Andrew Barker, Mechanical Technician at Rugby Cement Plant, celebrates 15 years
- Wayne Niner, Process Controller at Rugby Cement Plant, celebrates 15 years

Changes to Business Fuel Mileage Rates



The fuel rates for business mileage claims have been amended effective 1st December in line with the latest HMRC Advisory.

The rates by engine type and size are outlined in the table below. SAP Concur has been updated and claims for mileage from that date onwards will be made at the revised rates.

Any queries regarding submitted claims please contact the team GB-T-and-E-Claims: gb-ssctandeclaims@cemex.com

Travel — mileage and fuel rates and allowances – GOV.UK

Fuel Type	Engine size	Rate From 1 Sep 2026	Rate From 1 Dec 2026
Petrol	1400cc or less	14p	**16p**
	1401cc to 2000cc	17p	**19p**
	Over 2000cc	27p	**29p**
Diesel	1600cc or less	15p	**16p**
	1601cc to 2000cc	16p	**18p**
	Over 2000cc	22p	**25p**
Full Electric - Home Charger	Not Applicable	7p	**7p**
Full Electric - Public Charger	Not Applicable	15p	**15p**
LPG	1400cc or less	11p	**11p**
	1401cc to 2000cc	13p	**13p**
	Over 2000cc	20p	**20p**

Hybrid cars are treated as either petrol or diesel for advisory fuel rates.

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).



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.

EMEA Safety Alert

LTI Employee

INCIDENT DETAILS

An office-based employee working in the Supply Chain Department was leaving a neighboring office after delivering a plate of cake to a colleague. She was carrying a cup of coffee in her other hand. The employee was wearing high-heeled shoes with an approximate heel height of 10 cm.

While crossing the doorway, the heel of her shoe caught on a raised stone threshold, approximately 10 mm high, separating the office from the corridor.
As a result, she lost her balance and fell, landing on her shoulder and injuring two fingers. First aid was provided immediately. The employee then independently travelled to the hospital for further medical assessment.
The medical examination confirmed that no fractures had occurred. As a precautionary measure, a cervical collar was fitted, and two fingers were immobilized.

REVIEW POINTS

- Are door thresholds, floor transitions, and changes in level clearly visible and free of STF hazards?
- Have all pedestrian routes been inspected for raised edges, uneven surfaces, and other potential tripping hazards?
- Could thresholds or changes in floor level be eliminated, modified, or beveled to reduce the risk of trips?
- Are employees able to maintain a clear view of their walking path when carrying food, beverages, or work-related items?
- Is workplace footwear appropriate for safe movement along pedestrian routes, particularly in areas where floor transitions or level changes exist?

KEY FINDINGS

✓	Employees had the required H&S training and medical examinations.
✗	**Physical condition:** A raised stone threshold of approximately 10 mm created a change in level between the office and corridor
✗	**Footwear:** Approximately 10 cm high heels reduced the contact area and the ability to recover balance after the heel contacted the edge.
✗	**Hands occupied:** A plate with cake was being carried to a colleague, limiting the ability to use a free hand for balance or protection during the fall.
✗	**Behavioural awareness:** Routine social activities during a break can still create risk when attention is divided and both hands are occupied.





Zero4Life

EMEA Safety Alert

LTI Employee
Ankle fracture

CEMEX

INCIDENT DETAILS

The employee was descending a fixed staircase while using both handrails. During the descent, the employee stumbled and their foot became trapped between the steps, causing a fall. As a result of the incident, the employee sustained an ankle injury that was initially identified as a dislocation. Emergency services attended the employee and transported them to the nearest hospital, where, following a medical assessment, an ankle fracture was diagnosed

KEY FINDINGS

✓	The employee was wearing all required PPE.
✓	The employee was descending the staircase using both handrails. There was no sense of urgency, and the employee was moving at an appropriate speed.
✓	The stair treads met the required dimensional specifications, and lighting in the area was adequate at the time of the incident.
×	The handrail configuration changes midway down the staircase, transitioning from a tubular design to a square profile, with both sections at different heights.
×	As a service staircase, its incline is steeper than that of a standard staircase.
×	The staircase was modified six years ago when the new handrail was installed.

POINTS TO REVIEW FOR ALL SITES

- Complete Take 5 before starting work, identifying hazards associated with access routes, stairways, and workplace movements.
- Always use handrails when ascending or descending stairs, avoid rushing, and ensure secure footing on every step.
- Inspect the condition of stairways before use, verifying cleanliness, signage, the condition of steps and handrails, and reporting any defects.
- Verify that lighting is adequate, particularly during night shifts or low-light conditions, and use additional lighting where necessary.
- Ensure any modification to stairways or handrails is managed through the Management of Change (MoC) process before being placed into service.
- Periodically review the design and condition of stairways to ensure there are no features that could create trip, slip, or entrapment hazards.







Get a Grip

Hold handrails on stairways and use three points of contact when getting into/out of vehicles.



Look After Yourself and Each Other

Don't let anyone act unsafely, always stop unsafe practices.

23.11.2026

Zero4Life

Safety Alert

HIPO

777 haul truck collision with pickup truck on Modiim Quarry

CEMEX

INCIDENT DETAILS

A boulder obstructed the normal haul road and temporarily changed the traffic flow in the working area. A pickup truck entered the area while a 777 haul truck was stopped nearby and then stopped unexpectedly on the right side of the 777 to allow a wheel loader to pass. The unplanned stop was not communicated to the 777 operator. The 777 operator resumed driving without seeing the pickup, which was positioned in the truck's blind spot, and both right-side wheels of the 777 ran over the pickup. No injuries occurred; however, the incident had fatal potential.

✓	All involved employees were trained, experienced and familiar with the quarry operations.
✓	Both the 777 haul truck and the pickup truck were equipped with the required safety devices. Pickup truck included the flag and flashing light. 777 haul truck included all required blind spots mirrors.
✗	The pickup entered the work area despite the non-routine traffic conditions created by the loader leaving its normal working position.
✗	The pickup traveled and stopped in close proximity to the 777 haul truck, within its blind spot.
✗	The pickup's unplanned stop was not communicated to the 777 operator.
✗	The change in traffic conditions was not adequately assessed and managed before operations continued.

REVIEW POINTS FOR ALL SITES

- Any change in normal traffic conditions must be assessed and controlled before operations continue.
- Light vehicles must maintain a safe distance from heavy mobile equipment and avoid blind spot areas.
- Any unplanned stop or change in vehicle movement must be clearly communicated to all involved.
- When conditions change, STOP and perform a Take 5 before proceeding.
- Do not rely only on the operator's visibility - ensure safe separation and clear communication between vehicles.
- Evaluate the use of in-cab technologies, such as proximity detection and collision warning systems, to improve operator awareness of nearby vehicles and pedestrians, particularly in blind spots.



Pickup - post-incident damage



Involved 777 Truck

Winter DRIVING TIPS

Plan your route

Always complete your pre-journey vehicle safety checks.

Allow a little extra time for your journey and arrive safely.

Use major roads

Keep to major roads - they are always gritted first.

Double distance



Increase your safety gap - Don't follow too close.

Be visible

Be prepared to clean your lights, windows and mirrors at the start and during your journey.

Emergency kit

Always carry an emergency kit.

Signal early

Ensure you always give clear, early signals to other road users.

Control with care

Accelerate, brake and steer carefully - use all controls.

Large vehicles

Take care when driving high-sided vehicles in windy conditions.

Local news

Listen to local radio for up to date traffic information.





CEMEX