



# UK NEWS



Welcome to UK News 1<sup>st</sup> July 2021  
your weekly update from around CEMEX UK  
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## HEALTH & SAFETY

### Summer Risks



Please be aware that with summer holidays coming up the risk for accidents increases as colleagues are covering for those away and often very busy or in a rush. Look out for each other and step in if you see anything unsafe.

The Safety team have produced this poster for you to use on site to remind everyone to be extra vigilant. It can be found at the end of this document or in the download section of the UK News website:  
[www.cemexuknews.co.uk/downloads](http://www.cemexuknews.co.uk/downloads)

### Reminder – Please Complete Defensive Driving Training



Earlier this year, the EMEA Health & Safety team developed an informative yet simple Defensive Driving Course for all UK employees to access online.

We would like to remind all employees of the availability of this course and strongly encourage as many people as possible to complete it.

So far, less than 200 employees across the UK business have completed the course, which is disappointing when you consider how many of us drive regularly.

We appreciate that everyone is busy but ask that you make the time for this course. This is particularly important if you drive on company business; indeed, there is the expectation that all these employees will complete the course.

The course is short yet very engaging – it takes no longer than 25 minutes and shares safe driving strategies that enable motorists to address identified hazards in a predictable manner, anticipate situations and make safe, well-informed decisions using a planned system of driving.



It covers many of the different situations we will experience while driving, including vulnerable road users, cyclists and large goods vehicles, as well as safe driving essentials such as speed and steering. No matter how confident you are when driving, you can always learn something new and refresh your existing knowledge.

The course can be accessed here: [https://cemex.sabacloud.com/Saba/saml/SSO/alias/cemex\\_sp](https://cemex.sabacloud.com/Saba/saml/SSO/alias/cemex_sp)

Please note: If the link does not work for you it may be that your identity is not verified in saba, the learning management system. If this happens, please contact Sandra Patricia Cortes Ortiz ([sandrapatricia.cortesortiz@ext.cemex.com](mailto:sandrapatricia.cortesortiz@ext.cemex.com)).

Thank you for your support with this important training which could help to prevent an accident and even save lives. If you have any questions, please contact your Health & Safety Advisor.

## Supply Chain support Rail Safety Week



As part of Rail Safety Week, members of the Supply Chain team (including Mark Grimshaw-Smith, Julie Welch, Rob Wilkinson and Nicola Drabble) visited a number of CEMEX's rail locations across the UK. This was an opportunity to complete safety checks and speak to on-site teams about particular safety challenges and issues they face at the railhead.

One of these visits included Rob's trip to Stourton (image: bottom row, second from left). He explained: "We had a great tour expertly led by

John Beard and we discussed many areas including trespass and the safe delivery of rail products onto site. Pictured are John Beard (Plant Manager) and Les Grabarz (Logistics Manager)"

Dave Hart added: "Our rail depots present a particular set of safety challenges and Rail Safety Week was therefore a great opportunity to reflect on the risks present in our operations and review our depots, as we strive to achieve Zero Harm. Thank you to the team for their continued commitment to safety."

## LTI Congratulations



Well done to the UK Supply Chain Cement who achieved 1 year LTI free.

Congratulations to all those involved for looking after themselves and each other.

## 14 years LTI Free for Tilbury Supply Chain



Congratulations to Barrie Flitton and the Supply Chain team at Tilbury for achieving a remarkable 14 years LTI/TRI free.

Dave Hart commented: "You should be very proud of this milestone which has been achievable through your consistent



and continued safety leadership allied with the collaboration with Cement Commercial / Operations as well as Materials and Urban Solutions.

Finally, please continue to make sure we lead by example and ensure safety remains our focus and number one priority each and every day.”

### Team Ryall Share Good Practice



Thank you to all at Ryall quarry for hosting a (COVID-19 secure) visit from one of our supply chain partners, Jack Macfarlane from TJ Transport.

Quarry Manager, Michael Dennis Roberts, and Assistant Quarry Manager, Carlie Harrison, shared good practices on isolation procedures (including our Manager in charge principle), pedestrian and traffic management, and routes to competence for mobile plant operators.

Jack was also given a ‘Take 5’ booklet after we had discussed how it helped us to stop & think before starting an activity.



## CUSTOMER CENTRICITY

### Procon Team Push it Over the Line for Customer.....



Last week James Drobka and the team supplied our single, biggest individual pour for Procon ReadyMix for the new raft slab at Saracens Rugby ground.

The customer has chosen Procon to supply over the cheaper bigger national companies due to experience with our service, and we are certainly living up to that standard.

We had wagons lined up for 6.00am on site and had completed 430m<sup>3</sup> of 525m<sup>3</sup> at 1.50pm. Tremendous efforts from Plant Batchers, Logistics supplying the cements and aggregates and, of course, our Drivers.

We go again Thursday for pour two of four!







### Update from CEO Fernando Gonzalez



Dear colleagues, I hope all of you and your families are well and healthy.

I want to share with all of you some of the main messages I presented during today's open dialogue. Let me start by saying that it is a great time to be at CEMEX! We are beginning a new chapter in the company's history, one that we should all be excited and proud about. Last week, we announced very positive news about the company's recent performance and our expectations in three main areas:

**1. Operational and Financial Performance:** Thanks to our favourable outlook, we raised our 2021 EBITDA guidance to US\$3.1 billion, a 26% increase from the prior year; we also expect double-digit EBITDA growth in 2022. We are very proud as well that we will achieve an investment-grade capital structure of 3 times debt-to-EBITDA leverage by the end of this month, two and half years ahead of our original target. With this accomplishment, we will be entering Investment-Grade territory, which is very positive for CEMEX.

**2. Growth Strategy:** Our growth investment portfolio, which includes investments of US\$925 million to 2023, will generate incremental EBITDA of US\$520 million annually once the projects are completed and reach their steady state within the next 3 to 5 years. As part of this strategy, we will add new cement capacity of 5.7 million tons, which, together with the projects that are already underway (Maceo, Tepeaca and Solid), will add a total of 10 million tons of cement capacity. The new additions consist of 3.5 million tons in Mexico, 1.2 million tons in Europe and the United States, and 1 million tons in Central, South America, and the Caribbean.

**3. Climate Action Strategy:** We are bringing forward by 5 years, to 2025, our previous 2030 carbon reduction goal. Additionally, we have set a new, more aggressive, target to be below 475 kgs of CO<sub>2</sub>, an approximately 40% reduction in CO<sub>2</sub> emissions, by 2030. This new goal is aligned to the Well Below 2 C scenario of the Science-Based Targets initiative. We are also reinforcing our leadership in the industry by committing to reduce CO<sub>2</sub> emissions in our concrete business by 35%, reaching 165 Kg of CO<sub>2</sub> per cubic metre by 2030. To achieve this, we are committing to invest US\$60 million annually as part of our Future in Action program.

I am very excited to share this exciting news with you. All these accomplishments couldn't be achieved without your support. We have strong momentum, and thanks to all your hard work and dedication, I am sure that many more good things are yet to come.

At the same time, we can't lower our guard; COVID-19 is still here, bringing new waves of contagion. Our ability to adjust to the challenging conditions presented by the pandemic, together with adherence to our Behaviours that Save Lives, translated into keeping ourselves safer than the average of the countries where we operate. Sadly, we have lost some of our colleagues and friends during this period – to their families and loved ones, we send our deepest and most sincere condolences. The good news is that growing evidence keeps demonstrating that fully vaccinated people have lower risk of contagion and a high level of protection against severe COVID-19 symptoms. As new variants spread, it is important to keep our families, our communities, and ourselves safe and healthy.



I am very optimistic about the next few years for the company. We have the most favourable market conditions we have seen in years and I am convinced we have the right strategy to address the opportunities and challenges that lie ahead. Climate Action is one of the biggest challenges and opportunities of our lifetime. You should expect that CEMEX will continue to play a leading role in our industry in decarbonisation. The better future we are building must be sustainable.

Now we can see the future with enthusiasm, and more than ever, I am convinced that we are building a better future!

Congratulations to all of you!  
Best regards,  
Fernando

## Upgrade Works at Raynes Completed Successfully



Thanks to excellent teamwork from Operations, Engineering, Commercial and Supply Chain the recent major upgrade works at Raynes quarry took place with minimal disruption to our customer base. The conveyors carrying material around the plant needed upgrading to ensure their safety and structural integrity for future volumes with an expected outage time of three weeks.

Originally scheduled for earlier in the year, the start of the work was postponed in part due to the challenging market conditions and the need for Raynes to support Dove Holes with supplies both locally in the North West and also into the London market, which takes a significant amount of Raynes material for both Readymix and the external market.

Utilising our network of ship owners and supplemented by additional rail supplies from Dove Holes, stock was built at Dagenham and Barking to ensure London had enough product available for the duration. Sales in the North West were moved to Halkyn and Dove Holes where possible to ensure continuing supply for customers close to Raynes, minimising costs.

Jane Walsh, Supply Chain Manager – Aggregates and Asphalt, commented: “The excellent teamwork and close collaboration in preparing for and managing materials during the outage meant that despite some teething troubles with the new conveyors delaying the start up, there was enough material available for our customers and minimal disruption to supplies. Great work everyone and thank you!”



## FUTURE IN ACTION

### Marine Management Plans Adopted for UK



Last week saw the adoption of all the remaining English Marine Plans – in the North West, South East (outer Thames), South West and North West. These join the East (southern North Sea), and South (English Channel) plans adopted some time ago. England now has a complete and integrated marine planning framework to manage how we use, develop, protect and enhance our marine environment.



CEMEX's Marine team has contributed to the plans' development over the last few years, along with the British Marine Aggregate Producers Association (BMAPA), part of the MPA. All the plans are positive in terms of marine aggregates, recognising the need for wharf infrastructure and the marine aggregates policies seek to safeguard marine reserve and resource areas. This is increasingly important as demand for sea-space continues to grow.

This means all England's seas – an area of approximately 230,000 square kilometres – a third larger than the total land area of England – are covered by Marine Plans.

For the first time, England has a complete and integrated marine planning framework to manage how we use, develop, protect and enhance our marine environment. Marine Plans will guide developers, planning authorities and other decision-makers so that their activities happen in a sustainable and coordinated way.

MMO's Director of Licensing, Marine Planning and Global, Trudi Wakelin said: "The completion of Marine Plans for the whole of England's seas enables a paradigm shift in marine management for the future. Over the next few months, we will be working with everyone interested to ensure that the plans are understood and used effectively, whether the aim is to build the biggest offshore windfarm or the smallest jetty.

Working together we have the potential to make a huge difference to how our seas are protected and developed for generations to come."

### Three Peaks Charity Challenge....



Michael Firth, Assistant Quarry Manager at Hatfield, is doing the Three Peaks Challenge (the three highest peaks in England, Wales and Scotland in 24 hours) to raise money for his friend, and his young family, who has been diagnosed with cancer for the second time. Please give generously via his GoFundMe account: <https://gofund.me/c6061620>

Michael tells us why he is attempting the challenge: "My friend, Anthony, is currently facing a second battle with cancer having recently been diagnosed with lung cancer. He is currently going through treatment, and having already beaten testicular cancer last year, we are confident he will beat this too!

He's dealt with it like a champion from the start, staying optimistic through setbacks and successes, but we want to make sure Anthony, his wife, Rebecca, and their three young children do not have to fight a financial battle as well.

So, this challenge presents itself as an opportunity to raise some support for him during his treatment and long recovery ahead. My fiancé and I are attempting The National Three Peaks Challenge which involves climbing the three highest peaks of England, Scotland and Wales in 24 hours.

The total walking distance is 23 miles (37 km) and the total ascent is 3,064 metres (10,052ft). We will start our climb on the 1<sup>st</sup> July. Please support us with a donation if you can." The photo shows Michael and his fiancée in Iceland at the top of a big hill!!





## Enter the Big Bee Challenge



If you have or know children aged between 6 – 12, encourage them to enter Radio 2's Big Bee Challenge this week.

All they need to do is draw a bright, buzzy garden that will attract bees and other pollinating insects. They could then be in with the chance of seeing their design come to life and being part of the official opening.

This is a fun and creative way for children to learn more about bees and other insects that help provide much of the food we eat, and are essential for a healthy environment.

Find out more and enter here:

<https://www.bbc.co.uk/programmes/articles/2qk4dDdJJdsVFmcLhZ7RwmW/how-to-enter>



## EMPLOYEES

### Goodbye Paul Clarke and Thank You for 42 Years!



This week, we say a fond farewell to Paul Clarke, National Fleet Engineer, after 42 years with the UK business.

Paul says: "I think I've completed my apprenticeship and it's now time to retire the toolbox, hang up the laptop and close the home office... During my time with what is now CEMEX I have been through bad times (2008/9 recession) and lots of good times, and I've been proud to represent CEMEX at safety events concerning road transport over a number of years.

As I've mentioned I have worked all over the UK and each time worked with great people, some who have now retired and others who are no longer with us, so its farewell to all. However, the wife has a few things planned for me and I can always nip down the golf club for a round and adjourn to the 19th so I will keep active!"

Goodbye Paul and thank you for all your hard work over the years, we wish you all the very best!

### 40 Years for Paul Reynolds



Huge congratulations to Paul Reynolds, Commercial Manager, Brighton Wharf, who has completed a mammoth 40 years service with the company!!

Well done Paul and thank you for your contribution to the company and hard work over the years.



## Views from the Deck....



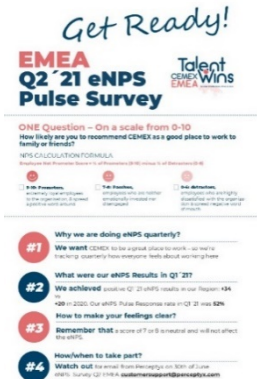
This week we hear from Oliver Dyson-Wood, Deck Cadet on the CEMEX Hopper Dredger Sand Fulmar, about his experience as an officer trainee with CEMEX UK.

“Working as a Deck Cadet on the Sand Fulmar has honestly been the best experience I’ve had during my cadetship. It’s been a pretty rough ride since I started back in January 2018 and it was nice change to see how a British merchant navy ship operates. I have previously worked on chemical/oil product tankers, but I feel that I have learnt much more in just over two weeks compared to two months on any other ship.

The biggest shock I had when joining the Sand Fulmar was just how well the crew are treated on board. Free WiFi, Freeview TV and a surprising amount of available gym equipment. I also eat better on here than I do at home! However, the most important aspect for me was just how welcoming and friendly the Sand Fulmar crew were. The ship’s company has given me the best training experience to finally end my cadetship and work towards my OOW (Unlimited) COC with confidence.

This experience has opened my eyes to a completely different type of ship, and I will certainly be applying as a 3<sup>rd</sup> Officer for CEMEX in the future.”

## CEMEX eNPS Q2



We want CEMEX to be a great place to work – so in 2021 we’re tracking quarterly how everyone feels about working here at CEMEX with our Employee Net Promoter Score (eNPS) pulse surveys.

Please look out for the Q2 survey from our provider Perceptyx which was launched yesterday. Note that the survey will come from an external email address: [customers@perceptyx.com](mailto:customers@perceptyx.com)

Please complete the survey when you receive it. Your participation is important and valued by our UK Management team as it’s helping to make our company a better place for all!

## In The Mix



Listen to June’s ‘In The Mix’ podcast to give you the latest monthly news and views from CEMEX UK. This month’s Dig Deep interview is with Ginny Flek our UK Admixtures Manager.

<https://web.microsoftstream.com/video/452e8710-af7d-4912-885d-ae490208aa74>





## Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
176-06-2021	Foreman	Concrete Products	Northfleet	16/07/2021
177-06-2021	Multi Skilled Operative	Aggregates	Halkyn	06/07/2021
178-06-2021	Negotiator	UK Materials	UK	12/07/2021
179-06-2021	Bulk Cement Transport Controller Nights	Cement Logistics	Rugby	13/07/2021
180-06-2021	Day Driver (Bulk Tankers)	Cement Logistics	Rugby Works	13/07/2021
181-06-2021	Service Engineer	Urbanisation Solutions	M4 Corridor	14/07/2021
182-06-2021	Transport Planner x 2	Aggregates and Asphalt	Rugby	14/07/2021
183-06-2021	Quarry Operative	Aggregates	Denge	07/07/2021

For further details on other roles and a full listing of other vacancies, together with information on how to apply, please log on to CEMEX Shift > My Services > Internal Vacancies>New IVCs.

### 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](mailto:gb-communicationsandpublicaffairs@cemex.com)

If you can, please include a photo too (taken in super fine landscape setting and saved as a jpeg.) Thank you.

## Employee Assistance Programme

**Free, confidential support and counselling available for all employees**

If you're worried about a work, family or personal issue then the Employee Assistance Programme can help, 24/7.

Support with everything from consumer rights to bereavement, depression & anxiety to childcare.

Visit [www.lifestyle-support.co.uk](http://www.lifestyle-support.co.uk) (username: cemex / password: cemex) or call **0808 1682143**



# Stay Safe This Summer

One simple mistake could impact your livelihood



Please don't rush in the coming months. Keep your concentration at all times.

Risks to health & safety increase during summer months

Protect yourself and other colleagues - don't rush, take care and stay safe.

