



# UK NEWS



Welcome to UK News 8<sup>th</sup> July 2021  
your weekly update from around CEMEX UK

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## HEALTH & SAFETY

### 33% Reduction in Employee LTIs



"I am glad to report that the EMEA region achieved ZERO LTIs to both employees and contractors last week. While we have lots of work ahead of us to continue improving our performance, I am encouraged to report a 33% reduction in employee LTIs in 1H21 v 1H20," commented Sergio Menendez, President of CEMEX EMEA.

"Contractor management remains a key area of opportunity highlighted by one contractor TRI that was reported in the Philippines when a cement bag truck rolled over causing an injury to the driver who was placed on restricted duties and a minor injury to the helper. The investigation is ongoing, but we are thankful the injuries were not serious because the potential could have been far worse. This, together with two other blameworthy vehicle incidents in the week, remind us of the need to promote and always follow the CEMEX Driving Essentials.

We are continuing to raise awareness of the increased risks during the summer season and the need to take extra care and to have appropriate controls in place. In the past we have experienced several incidents during this period, including those to trespassers, and we have to do everything possible to avoid repeating this trend. There is no greater priority than making sure everyone returns home unharmed every single day."

### Stay Safe this Summer

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Please use the poster 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) to remind colleagues to stay vigilant and look out for each other over the summer period.



Keep your eye on the ball  
this summer and don't  
become a statistic!



## Rise in COVID Cases and Need for Self-Isolation Across UK Business



### BEHAVIOURS THAT SAVE LIVES

Over the last month, we have seen a considerable increase in the number of employees absent from work due to Coronavirus.

Throughout the whole month of May, we had just three cases of absence due to COVID, with two of these employees who had tested positive. However, over the month of June this has risen sharply to 27 cases (so far). This includes six active COVID positive cases in the last week and a half.

This increase in absence mirrors the rising number of cases being reported amongst the general population and reminds us that while many of the Government's restrictions have eased, we must not forget that the risk of Coronavirus is still very real.

Please continue to be careful both inside and outside of work:

- Remember that even if you have received the vaccination you can still catch the virus yourself and also transmit to others.
- Regularly test yourself and your family using lateral flow tests. People can take the test at home using the NHS home ordering service or collect from local test sites and participating pharmacies. Find out where you can obtain these free tests here.
- Use the NHS Test & Trace app when away from home and remember to 'check in' when visiting restaurants, pubs, coffee shops etc.
- Follow the Four Behaviours That Save Lives:
  1. Identify Symptoms and inform.
  2. Personal Hygiene.
  3. Physical Distance.
  4. Protect yourself and others.

Please also remember that all confirmed cases of Coronavirus and self-isolation due to "close contact" must be notified to Line Managers and the Health & Safety team at the earliest opportunity. This procedure still applies to those who are working remotely, even if they do not need to be absent from work.

All COVID-19 related absences / self-isolation should also be logged via the dedicated online form, accessible [here](#), and record absences on SAP as you would do normally.



## Angerstein Wharf Improve Traffic Movements



The current flow of traffic movements passing over the single weighbridge at Angerstein Wharf has led to vehicles, which are either overloaded or taring in, having to do a reversing manoeuvre to re-join the one-way traffic management system. This operation caused safety concerns and traffic congestion.

In consultation with Operations, the site scheme was reviewed and studied closely with open brief for an improved design which would eliminate the reversing operation.

A new planning application enforcing a wheelwash was to be incorporated at Angerstein, so it was decided to use this opportunity to integrate this into a design which would improve the flow of vehicles and remove the reversing manoeuvre. Proposals for potential site development were also included to future proof the overall design.

The draft design was CAD drawn and utilised 'swept pass analysis' software to accommodate the traffic alignment. The points of interest were marked out on site and with the help of the Operations and Logistics team trial manoeuvres were undertaken, which were successful and required no alterations to the draft scheme.

Construction works are now underway which include a new weighbridge office, wheelwash and settlement tanks. The existing weighbridge will be relocated to a new location. These changes will make the site safer and more efficient.

Thanks to Jeff Mercer and Tony Groom for sharing this improvement with us.



## CUSTOMER CENTRICITY

### Somewhere Under the Rainbow....



CHRIEL JONES ARCHITECTS RIBA  
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The Home Counties Materials team were contacted to help out a small project to supply concrete for a memorial rainbow statue to commemorate the hard work of the NHS and key workers during the pandemic.

James Taylor, Sales Representative, continues the story: "The enquiry came via Graeme Barton (National Sales Manager for Packed Cement). The groundworkers were a company called JTW Contractors who had been appointed to erect a rainbow statue in the middle of a roundabout at the entrance of Stoke Mandeville Hospital in Aylesbury.

The project is intended to remember forever the hard work of NHS staff and key workers during the global COVID-19 pandemic and is the brainchild of Florence Nightingale Hospice and Buckinghamshire Healthcare NHS Trust.





They say they: "Want the sculpture to also memorialise the resilience and community spirit shown by the people of Buckinghamshire, in responding to the lockdown in 2020/21."

The statue, named "Nightingale's Rainbow", will consist of an arch covered with 17,000 coloured tiles in rainbow colours, with planting around it and a patio and seating underneath.

Although our customer was Buildbase (Oxford branch) we organised the pour directly with the groundworker to provide exactly what they needed and when, and they were very pleased with our service. The photo shows one of our base trucks from the Aylesbury plant delivering the first of two loads."



What a great project to be involved in and take pride in supplying... a fitting memorial to a challenging time.



## PROFITABILITY

### Fantastic Fast Track...



It is fantastic to share with you that a record tonnage was done through the Fast Track system at Dove Hole quarry.... with over 77kt – equating to 3,500 loads – which represents 40% of the total tonnage across the weighbridge in June!!

What a great team effort by Sharon Lomas, Robert Brian and Neil Adams.

### Smart Innovation Success Stories



Watch our monthly videocast on innovation projects that are being developed in various regions and functions of CEMEX. This time we introduce a project on Smart Warehouse, a solution combining technology and process innovation for warehouse management.

In the video Romeo Siquijor from CEMEX USA explains the solution as well as how he and his team got through Exploration stage, Proof of Concept to current Minimum Viable Product stage.

Click on the link here: <https://web.microsoftstream.com/video/becac0ca-74f6-48d8-8e9e-3f8dfec26bd4> to watch the short (< 4min) videocast. You never know, it might spart some interesting ideas of your own.



Feel free to share your comments about the project with us here at the post on EMEAA's Yammer channel.

If you have ideas that could help us make a change and improve within our Innovation Focus Areas:

- **Achieving our climate action targets**
- **Addressing the needs of the cities of the future**
- **Radically improving efficiency & enabling smart working**

Or ideas that might result in **innovating any part of the construction value chain**. Please put them forward at: <http://cmx.to/smartinnovation>

If you have missed previous webcasts about other innovation projects CEMEX has been working on, go [to Smart Innovation Videocast](#) at Microsoft Stream to watch them.

### More Records for Dove Holes!



Dave Hart reported another fantastic week by rail from Dove Holes, with a record 70kt moved, this is allied with the highest payload per train achieved in 2021.

Well done for the great team effort by the Materials and Supply Chain teams supporting our sustainability road map moving volume on rail.

Graham Russell commented: "These rail movements not only enable much higher sales volumes for our business but also help to manage our road movements. Good news for CO2 and our communities!"



## FUTURE IN ACTION

### July's IDEATION Challenge from the EXCEED Team



Share all the innovative ways you have adapted and been innovative during the pandemic!

To all IDEATION portal users – during the last 15 months we have all had to adapt our work methods, in many cases dramatically. We want to capture any ideas and initiatives you came up with that reduced social contact, digitised work processes, improved site efficiency/performance, and kept us going. You never know, even your most simple idea could be replicated and give a benefit all our sites, so please do share them in the 'Quick Wins' plan!

Here is a short video: [https://youtu.be/9AxyEfu7\\_s4](https://youtu.be/9AxyEfu7_s4) from some employees from external auditor, SGS, who many of you will no doubt be familiar with, explaining many of the ways they have adapted to live with COVID-19 and still deliver a service to their clients.



## Less Plastic, Food Waste and Energy Use



**EXCEED**  
OPERATIONAL EXCELLENCE

**kitche**  
KITCHE IT, DON'T DITCH IT



Thank you to the EXCEED team for their weekly hacks, this one is a handy guide to sustainable apps. They are all apps with an environmental focus. Firstly, there is 'ReFill' app which will direct you to the nearest of 274,000 free public water fountains to refill a re-usable bottle, reducing single-use plastic.

The next is 'Kitche' the zero food waste app. Scan a supermarket receipt and Kitche creates a virtual pantry for you, sending you alerts before items to out of date and offering recipes based on the ingredients you have.

Finally, JouleBug, involves dozens of ways to help the environment, sets challenges and gives points when you complete them – good for those who are competitive!!



## EMPLOYEES

### Long Service Congratulations



Well done and thank you to the following people for reaching a long service milestone. We appreciate all your contributions and hard work over the years:

- Mark Smith – Plant Manager, Oldham concrete plant, 25 years.
- Sarah Bowyer – Business Performance Manager, Preston Brook, 15 years.

### Be Kind and Respectful to Colleagues



Together, we must ensure to maintain a culture of kindness and respect in the remote workplace.

Be aware that in a virtual office, the tone of your VOICE becomes more relevant.

CEMEX's **zero-tolerance of bullying and verbal harassment** equally applies to remote work including,

but not limited to:

- threats and humiliation via email or instant messaging platforms
- texts excessively criticising a colleague's work
- demeaning or belittling behaviour during video calls
- emails and other messages containing racist, sexist or other offensive material
- disparaging social media posts about a colleague
- spreading damaging rumours about a colleague



If in doubt, or if you want to report a misconduct, remember **ETHOSline** is by your side.

Did you know?

In 2020, from a total of **620** cases reported, **603** were closed, of which **214** were substantiated.

**307** disciplinary actions were taken, and **73** employees were dismissed as a result of investigations.

In the first quarter of 2021, only **35%** of anonymous reports were substantiated, compared to **50%** of named reports.

### Want to Nominate a Colleague?



Who do you think deserves a Thanks For Your Effort award?

Nominate any colleague you think has gone above and beyond their day job and demonstrated any of the CEMEX values.

Email: [gb-hrplanning@cemex.com](mailto:gb-hrplanning@cemex.com) for a nomination form or use the form on the UK News website.

### Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
184-07-2021	LGV Drivers x 4	Supply Chain	Dove Holes	16/07/2021
185-07-2021	Customer Service Supervisor	Concrete Products	Rugby	09/07/2021
186-07-2021	Assistant Quarry Manager	Aggregates	Dove Holes	19/07/2021
187-07-2021	MMX Driver LGV Class 2	Supply Chain	Newport	19/07/2021
188-07-2021	MMX Driver LGV Class 2	Supply Chain	Pershore	19/07/2021
189-07-2021	Warehouse Technician	Procurement	Mansfield	31/07/2021
190-07-2021	LGV Tipper Driver	Supply Chain	Lincoln	12/07/2021

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.

