



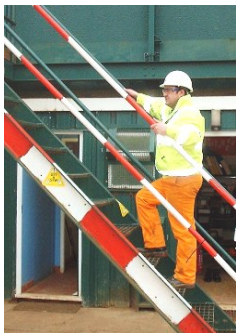
Welcome to UK News Feb 18th 2015
your weekly update from around CEMEX UK

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BEING THE BEST FOR FAMILIES

Let's Get A Proper Grip In Slips, Trips And Falls!



This week's Slips, Trips and Falls focuses on going up and down stairs, whether in an office or out on site.

Steps and stairs are one of the highest risk areas pedestrians will encounter. A slip or trip on stairs can result in a serious injury such as a broken leg or ankle.

On average around 1,000 major accidents occur on workplace stairs every year.



Accidents on stairs may be down to design and maintenance issues and, or, could just as likely be related to human factors.

REMEMBER - when using steps and stairs:-

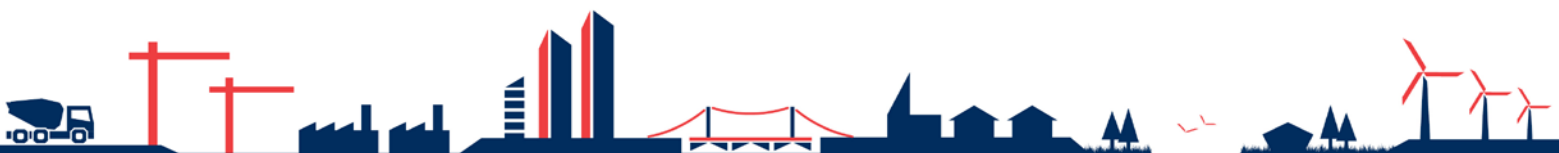
- Use 3 points of contact at all times - do not carry coffee mugs, mobile phones or other objects which stop you from maintaining 3 points of contact
- Do not run
- Wear suitable footwear
- Keep walkways clear of slip and trip hazards

Please ensure you display the attached poster in a prominent position on notice boards, particularly in areas where drivers are likely to see this. Also, use as a focus point of discussion at safety meetings.

Always Use The Right Tools For The Job...



Remember to "always use the right, well maintained tools/equipment for the job" and "never make do." Unfortunately there was an injury this week that required medical treatment. A fitter was using a spanner to tighten a nut when it slipped and his hand struck the adjacent conveyor. The injury to his finger required the removal of the nail in hospital. It may have been due to the fact the spanner was open ended rather than ring type and was loose fitting.



Please, for your own safety, remember the safety essentials and use the right tools for the job. Never make do.

On Their Bikes - CEMEX At The London Bike Show



1,167 cyclists visited the CLOCS (Construction Logistics Cyclist Safety group) over the four days of the recent London Bike Show.

A CEMEX aggregate tipper was one of three vehicles in which cyclists could get in the cab to see the driver's view of the road, as part of an Exchanging Places event run by the London Metropolitan Police.

The Met had specifically requested a CEMEX vehicle used for the Exchanging Places alongside a Met LGV. The third vehicle was a new Mercedes-Benz 'Econic' skip vehicle with wider and deeper windscreen, plus glass doors and side

windows to give greater visibility.

It was a very successful event for CEMEX with thanks going to Charlie Stanford for organising the vehicle and Julie Welch, Paul Clarke and Liz Young for helping to man the stand.

LTI Free Congratulations Go To...



Aggregates South East Area reaching 7 years LTI free and Readymix Northern Cluster 6 achieving 5 years LTI free. Congratulations go to everyone who has contributed to these successes and helped demonstrate that we can achieve ZERO injuries and be Best For Families.

IHCs And Drivers Are Our Eyes And Ears...



Our IHCs provide a crucial link to our customer sites. As an important part of the Team we should listen when they tell us of their concerns over site safety. Tom Colley, Readymix Cluster Manager, did just that this week and after a site visit ended up refusing to supply the customer.

Tom Colley takes up the story: "Following concerns raised by our IHC Team at Letchworth RMX plant, and a further call from my colleague Adam Carty around the safety conditions of a new solar power farm for a Travis Perkins site in Langford (Beds). I took the opportunity to go down and see for myself what the Teams were being faced with...

I entered the site down a dirt track towards the farm (which had more pot holes than the UK's main motorways) and I wasn't particularly impressed.

I was met by the Site Manager who, after I introduced myself and gave my reasons for being there, started to walk me down towards the dig for a closer look. We hadn't even left the car park and he stopped me in my tracks and said, "listen - this is the most unsafe site that I have ever worked on and I



will be gone in 2 weeks." At this point my question of whether we should supply or not was answered - **NO CHANCE!** ...

I carried on walking down just to see the state of the site regardless. What I saw was basically a muddy bog in, which I can imagine many a truck has lost its back wheels, as well as the driver's bottom half when he's getting out to move his shutes! There were no boards or floats for the drivers to stand on at the tipping points and no evidence of a safe area for a banks man to stand on and guide the truck back to discharge.

The Site Managers colleague, who had accompanied us round the site, asked me: "What do you think so far then?" I just turned to him and said: "We won't be supplying here - sorry!"

We walked back to the site and I left feeling pretty deflated after a poor experience (my boots and trousers absolutely caked in mud!). I ultimately felt that no one from CEMEX should be expected to work here - it was in an embarrassing state."

The learning points from this experience are three-fold:-

1. Always listen to your IHC's concerns - they are our eyes and ears out in the wider world, and if they raise a concern about safety it will more than likely be a valid one ... these guys work for themselves, whatever money they earn goes in their own pocket so it's in their interests to do as much work as they can ... SAFELY ...
2. Working together as a Team, whether you're in operations or sales, there shouldn't be a boundary between us as departments and we should be willing and able to STEP IN to each other's domains whenever required for the greater good of CEMEX.
3. If you ever have the desire to go to the solar farm at Langford wear wellies (and perhaps take some stilts!).

Thanks to IHCs Mark Orme and Neil Corner (as well as Alex Pensotti at Letchworth) for raising the alarm and STEPPING IN to protect themselves and **our** business.

BEING THE BEST FOR CUSTOMERS

Listening To Customers In Asphalt

Customer Feedback



On Wednesday Jesus and Steve Large joined Trevor Golding in visiting several Asphalt customers in the North West. It was decided that the day would run as normal, with Jesus and Steve experiencing a day in the field. In keeping with a normal day they visited customers at their offices and yards in Manchester and Liverpool, meeting members of a number of family businesses.

The day went very well with customers able to easily engage with Jesus and Steve and genuinely offer, through experience, their views (good and bad) on Customer Service. Of particular interest to Jesus was site Health and Safety and the customers experience of EPOD; both topics created good discussion. A normal day was completed with a sandwich and a bag of crisps from the local Spar before a quick visit to Preston Brook.



This was a great opportunity for Asphalt customers to meet Jesus in their own environment and for the Asphalt business to demonstrate how it is performing.

BEING THE BEST FOR SHAREHOLDERS

Security CCTV Success!



Thanks to Steve the Security Guard at Thorpe two fuel thieves have been apprehended at Aston Readymix. We have recently been suffering from targeted fuel theft from plants, particularly road fuel from IHC's at Readymix plants.

On Monday 9th February Steve, the Security Guard on duty at Thorpe, detected intruders at Aston Readymix who were clearly intent on stealing fuel. This site has been targeted on several occasions in recent months and the Police have previously been unable to catch the criminals.

Steve immediately phoned the Police who sent a number of units to the site where 2 people have been arrested and detained. In addition, their vehicle and equipment such as drums and siphoning tubes have been confiscated.

This follows another recent success where CEMEX CCTV footage of fuel theft from Gloucestershire supported the prosecution and imprisonment of individuals caught stealing fuel from a number of businesses in the local area. Well done Steve and the Thorpe Security Team!

BEING THE BEST FOR COMMUNITIES

It's National Nest Box Week This Week....



Here are some top tips for nest boxes from the RSPB!

1. Where do I get a suitable nest box from?

A wide range of commercial products are readily available for specific species but it is important to ensure they are of appropriate dimension and fit for purpose. Alternatively, some artificial nest boxes are easy to create at minimal cost and can be erected with basic tools. You can find advice and instructions on how to build your own nest box and appropriate dimensions on the RSPB's website **here** – www.rspb.org.uk

2. When and where to put a nest box

Nest boxes are best put up during the autumn. Many birds will enter nest boxes during the autumn and winter, looking for a suitable place to roost or feed. Unless there are trees or buildings which shade the box during the day, face the box between north and east thus avoiding strong sunlight and the wettest winds. Make sure that the birds have a clear flight path to the nest without any clutter directly in front of the entrance. Tilt the box forward slightly so that any driving rain will hit the roof and bounce clear.



3. How and when to clean a nest box

The nests of most birds harbour fleas and other parasites which remain to infest young birds that hatch the following year. We recommend that old nests be removed in the autumn from August onwards once the birds have stopped using the box. Use boiling water to kill any remaining parasites and let the box dry out thoroughly before replacing the lid. (Insecticides and flea powders must not be used!)

4. Observe, but do not disturb!

Avoid inspecting nest boxes in use, however tempting it may be to take a peek! Simply watch and enjoy from a distance. Only open it up if you've got appropriate experience and are taking part in a monitoring project. If you want to see the chicks as they grow you could consider installing a nest box camera before the breeding season starts.

5. Attract declining species

Some of the species like House Sparrows are becoming scarce so by providing additional homes and favourable habitats it may help the potential of increasing bird numbers. House Sparrows will readily use nest boxes placed high up under the eaves, two or three can be sited spaced out on the same side of the house. Keep these away from areas where House Martins normally nest. Different hole sizes on your nest box will attract different species. 32 mm is ideal for House Sparrows.



For much more information on nest boxes, including information about nest boxes on roofs, how to attract different species and information on fascinating bird behaviour to look for, please visit the RSPB website [here – www.rspb.org.uk](http://www.rspb.org.uk)

Do you have a top tip for nest boxes?

Tweet the RSPB [@Natures_Voice](https://twitter.com/Natures_Voice) using #toptips

Like and share your experiences with the RSPB on Facebook [RSPB Love Nature](https://www.facebook.com/RSPB.LoveNature)

BEING THE BEST FOR EMPLOYEES

Mike Collins Retiring After 25 Years....



Michael Collins, current Legal & Human Resources Vice President for the United Kingdom, has decided to retire after 25 years of a successful career with the company. We thank Mike for his contribution and commitment to CEMEX over the years and wish him success in his new endeavors.

Derek O'Donnell, current Strategic Planning Vice President for the United Kingdom, has been appointed Legal & Human Resources Vice President for the United Kingdom, reporting to Jesus Gonzalez; and on a coordinated basis both to Juan Pelegri, General Counsel for Europe, Middle East, Africa and Asia, and to Jürgen Winkelmann, Human Resources Vice President for Northern Europe and Germany. Derek will retain his current responsibilities managing our assets in Ireland and the Properties area led by Simon Barrett. In addition, Derek will



support Jürgen in his regional Human Resources role.

Hector Tassinari, current Regional Strategic Planning Vice President for Northern Europe, has been appointed Strategic Planning Vice President for Northern Europe and the United Kingdom, reporting both to Jesus Gonzalez and to Ignacio Madrideo, President for CEMEX in Northern Europe; and on a coordinated basis to Juan Pablo San Agustin, Planning and Business Development Executive Vice President.

Jesus Gonzalez commented, "I want to congratulate both Derek and Hector and wish them success with their new responsibilities. We also welcome Hector to the UK Team."

These changes will become effective April 1st, 2015. Please inform your Teams about these changes.

Travelling Abroad On Business?



The Security Team has launched a business traveller security programme for employees who are travelling abroad on business.

The programme is free and easy to use, running off a messenger and tracker application on your phone. The key principle of the programme is to allow Security to contact you and support you if there is any danger in the area such as civil unrest, terrorism or an extreme weather event forecast.

Similarly, you are able to instantly contact Security in the event that you need assistance such as being unwell or the unlikely event that you feel in a threatening situation or have had items stolen.

The process is very simple with a small form with your details and travel itinerary emailed to Central Security and the installation of 'Whatsapp' on your phone. Further details can be found on the Shift Security Community, or contact us via Ellen Boylin at Rugby. In addition, most UK support staff such as PAs and Secretaries have been trained on how to use the system.

Are You Working On A CCTV Covered Site Out Of Hours?



If you are going to enter a CCTV monitored site out of normal working hours please give the Security Guard at Thorpe a quick call on 01932 583025 to let them know. Cameras are motion activated and it can be very difficult for the Guard to ascertain whether the person is an intruder.

When we have intruders on sites rapid response is required to maximise a chance of Police detainment and arrest, and those few moments of potential confusion if a call has not been made, can make all the difference!

My Week At Middleton Quarry



Christopher West, one of our Aggs Trainee Managers, spent week 6 at Middleton Quarry. He commented: "It has been an excellent education for me as it was my first real life experience of a hard rock quarry. It will hopefully stand me in good stead for my new role at Dove Holes.

Maurice gave me a site induction and then we had a tour round the site to make me familiar with my surroundings for the week.



I completed my housekeeping and slips, trips and falls training, and completed a site audit with David Mills. I then came up with a plan to improve of couple of things which I completed.

The rest of the week I have been working closely with the guys(Dave, Barry, Pud, Mike, Trevor and Neville) trying to learn the processing plant as well as being involved in a maintenance day and having time on the excavator and dumper. I also had a great day at Pallet Hill with Sam, to look at their processing plant and bagging shed.

I would like to thank Maurice for the advice and time he has given me this week, and David, Sam and their guys for making me part of their Team.” Next stop Hyndford!!

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
033-02-2015	Plant Manager	Readymix Central	Hatfield	27/02/2015
034-02-2015	Contracts Supervisor	Aggregates National Operations	Oldbury Office	27/02/2015
035-02-2015	Plant Supervisor	Readymix Scotland	Cardenden	25/02/2015
036-02-2015	Strategic Planning Manager	Strategic Planning – Cementitious & Building	Rugby Office	26/02/2015
037-02-2015	Deputy Production Control Supervisor	Admixtures	Admixtures Factory Lawford Road Rugby	27/02/2015
038-02-2015	Business Performance Analyst	National Business Performance	Preston Brook or Rugby	27/02/2015
039-02-2015	Sales Representative	Readymix Northern	Yorkshire Area	27/02/2015
040-02-2015	Quarry Operative	Aggregates Southern	Gilfach Quarry	20/02/2015
041-02-2015	Sales Representative	Readymix Northern	Valuemix – North West	02/03/2015
042-02-2015	Sales Representative Multi Products	Readymix Northern	Hull	02/03/2015
043-02-2015	Operator/Maintainer	Cement	Rugby Plant	03/03/2015

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 25 Feb

To send us a story: either click on ‘submit a story’ on the UK News website or email gb-communicationsandpublicaffairs@cemex.com or call us on 01932 583 217/006

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





TREAD CAREFULLY

Even falling from this height could cause a serious injury

Nearly half of all slips / trips / falls involve drivers! Take care when going up and down steps & stairs and getting in & out of cabs!

Are you doing enough to prevent falls from vehicles?

