



Welcome to UK News March 4th 2015
your weekly update from around CEMEX UK

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BEING THE BEST FOR FAMILIES

Whole of Asphalt reaches one year LTI free!!



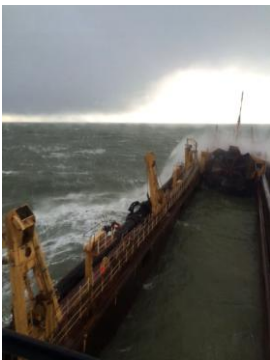
Last week we were **1 year LTI free** in our **Asphalt Northern region** and as a result this means that all of our Asphalt business nationally is now **1 year LTI free**. This is a fantastic milestone to reach and has been achieved through increased focus and leadership and a huge effort on the part of all our teams across every site and office.

I would like to thank everybody for playing their part - having a safe operation is truly a team effort.

Whilst we will look to recognise this achievement in some way the greatest reward is the fact that all those involved in Asphalt have returned from work without serious incident or injury in the past 12 months.

Looking forward, we need to build on this, making sure everybody adopts the "Stop & Think" philosophy and if we see anything potentially unsafe, "Stepping In" becomes the norm and the natural response.

Weather to dredge or not to dredge...



A photograph taken from the bridge of the Sand Heron approaching the Selsey dredge area (just off the Isle of Wight), shows some of the challenges our Marine colleagues face when winning materials for us.

The first photo was taken at 15.00 on 23rd Feb with 3-3.5m swells and no chance of loading. The second was taken at 10.00 the following morning with 1.5-2m swells as the vessel started to load. Shortly after taking the picture Captain Peter Dixon was forced to abort the loading operation after a freshening Westerly wind caused increasing swells.



So next time you are out in the wet and wind on site spare a thought for our dredging teams too!!!



Stop and Think...



In a recent incident a truck mixer driver, working for an Independent Haulage Contractor, was lucky to escape more serious injury when he decided to grease the moving track ring of his drum with his gloved hand. His finger was trapped by the drum locking mechanism, resulting in the loss of his finger tip.

A safety alert has been issued. Please discuss this with your teams and remember to Stop and Think and Step In if you see anything unsafe.

Sharing Road Safety with 3rd party vendors



Over 100 people attended the 5 regional CEMEX / Continental Tyre contract road shows. The shows brought together 3rd party vendors for tyres and maintenance of the CEMEX fleet to jointly get together with the CEMEX operational teams for Cement, Aggregates and Readymix - to share vital safety and operational best practice. It's all part of driving standards up and ensuring that everyone who works with us shares in our vision of zero harm.

BEING THE BEST FOR CUSTOMERS

Readymix announce proposal for customer centre changes



On Monday Readymix announced a proposal to reorganise 5 Customer Service Centres at Thorpe, Fulham, Rugby, Preston Brook and Uddington to one Centre. It's proposed that this would be together on one Customer Centre floor at the Rugby Office.

We are fully consulting with employees who are in roles affected and recognise it will be a difficult and concerning time for them - it is no reflection of their commitment and individual effort and the existing Centres have served us well over the years.

However we are always looking to improve what we do and this proposal, if it goes ahead, would be another step in our journey to improve efficiency and serve our Readymix customers more consistently and effectively.

The proposal is that the changes will be phased between July and September 2015, with Centres in the Southern, London, Northern and Scotland Regions being closed in that order. The company will of course make every reasonable effort to find suitable alternative employment for those directly affected if the proposed changes go ahead. As usual in these situations it is our priority to ensure that everyone is communicated with on a regular basis and to make sure people are treated with integrity and honesty.



For more information about these proposals please contact Stuart Keighley or Sue Hawkins.

CEMEX UK launches Ready Wallform at Ecobuild



Last week our housing solutions team launched a new ICF (insulated concrete formwork) product aimed at housebuilders in partnership with Beco Wallform.

Ready Wallform is more thermally efficient and quicker to construct with than traditional blocks and bricks. Current pressures on housebuilders to complete more properties and shortages of labour and materials will all contribute to the attractiveness of ICF, now and into the future.



Designing life-long efficiency & strength into the fabric of your home.

In partnership with
BecoWallform
BUILDING FOR THE FUTURE

As part of our contribution to the Global Grow the Pie effort, Housing Solutions has been created to grow and develop our share of the housing market here in the UK. This will be done in a number of ways with various sectors of the housing market requiring different solutions.

Over the last 12 months a team from CEMEX UK has been working very hard on bringing innovation into our housing offer. Part of this was to establish a relationship with an ICF (insulated concrete formwork) manufacturer to align us with the global approach to housing. Just last month we finally signed an agreement with Beco Products, based in Brigg, North Lincs, to become our UK partner for the supply of ICF. Beco have a strong history of providing ICF, under the Beco Wallform brand, particularly into the selfbuild market. Their product, produced locally, was also technically assessed both here and at our global research facility in Switzerland as being far superior to other systems on the market.

This week we are launching our own brand of ICF, Ready Wallform at the Ecobuild show in London. To find out more contact Matt Tranter.

BEING THE BEST FOR SHAREHOLDERS

Gold dust....new West London reserves



Last week the Royal Borough of Windsor and Maidenhead resolved to grant permission for 2.1M tonnes of new mineral reserves and a concrete plant at Riding Court Farm, Datchet. As with all sites in the South East, this was not the most straight forward site, especially as one phase is Grade 2 listed park land, but thanks to a fantastic effort by both the internal and external teams we got there in the end. Well done to everyone involved!



Climafuel Production Starts at Malpass



Following the construction phase during 2014, SITA began commissioning their new Climafuel production plant at Malpass in January. Initial deliveries of waste were received into the facility at the beginning of February and the first load of finished Climafuel was received into Rugby Plant on 1st March. We will be reviewing the quality closely over the next few days to ensure it meets our specification but regular deliveries to site are expected to start over the next few days.

This is an important milestone in our 25 year partnership with SITA as both companies have put in a great deal of effort to get the project to this stage. The facility will be receiving up to 300Kt per year of input waste and this will come from mainly commercial and industrial sources but SITA also have a contract to receive some municipal waste from Northamptonshire. In combination with the other SITA facility at Landor St in Birmingham, SITA will eventually supply all of the Climafuel required for Rugby Plant.

Last week, 10 members of the SITA team that will be operating Malpass visited Rugby Plant to have a presentation of how our process works and they also went out onto site to see how the Climafuel is received and fed into the kiln. Return visits for the CEMEX team to visit Malpass will be organised over the next 2 weeks to improve their understanding of how the SITA plant will operate and how best to optimise the fuel quality. These visits will also help to promote good communication links between the plants as this will be essential to get maximum benefit from our partnership with SITA.

One Vision...



Last week 50 of the senior managers held a strategy day. The day included a launch of the global CEMEX vision and values. Our current Helping to Build a Greater Britain vision and values fits perfectly alongside them and the managers were asked to sign a giant vision board to show their commitment.

Minister visits Attenborough



Last week Matt Hancock MP (Minister of State for Business, Enterprise and Energy) visited our Attenborough Quarry with Martin Casey, Director for Communications and Public Affairs, and Vanessa Smithson, Quarry Manager.

They visited the quarry and then spoke about the competitive challenges facing an energy intensive cement manufacturer like CEMEX.



BEING THE BEST FOR COMMUNITIES

See the top team paint their faces funny for money....



donating now!!

With Red Nose day fast approaching, part with your cash to see your top team paint their faces funny and post the pictures on Shift for the CEMEX world to see! Want to see Matt Wild or Lex Russell looking like clowns? Chris Leese or Jesus Gonzalez in mascara?? Well put a pound (or more!) into our JustGiving pot to raise money for Comic Relief and put a smile on people's faces or maybe just a lot of face paint.... We need to raise at least £100 before the top team are willing to release their pictures so get

Here is the link: <https://www.justgiving.com/CemexChangeYourFace>

or text: CCYF50 (and your amount) to 70070 (personal mobiles only – company mobiles are not to be used for this)

Or if you're in Rugby - You can give cash to Celaine Cave, Claire Lomax or Lynsey Smith (All based on 2nd floor at CEMEX House)

It doesn't just have to be the top team, you can also post your face painted funny and then nominate or sponsor another colleague to do the same:

- 1) Take a silly photo of yourself
- 2) Post it as your profile photo on Shift (remember to change it back after Friday 13th!)
- 3) Update your status in Shift to say "CEMEX Change your face - Text CCYF50 £1 to 70070 I nominate @...." and nominate some colleagues
- 4) Most importantly pay in some sponsor money. We are asking for a minimum £1.00 but you can sponsor any amount you like.

Oxford University students learn from Eversley



A group of students from Oxford University studying MSc in Biodiversity, Conservation and Management visited our Eversley site to learn about conservation governance. They had a site tour and presentations from CEMEX and Sam Tarrant our RSPB/CEMEX conservation expert. Following the success of a visit and dissertation by a student from last year, the Eversley quarry is now a core visit for the MSc students as a great case study in conservation. Thanks to Mark Kelly, CEMEX Planning Manager and Sam Tarrant for spending the time with the students.



Top team Lend a Hand at Myton Hospice



Jesus, the VP's and directors spent their Lend-a-Hand day helping sort donations for the Myton Hospice warehouse in Coventry.

Justine's close shave...



Justine Tweedy one of our Aggregates drivers, is shaving her hair off for the Macmillan Cancer Support charity. Justine recently lost her Mum to womb cancer and is going to shave her head on Mothers Day – 15th March.

Justine's mum and her family were supported throughout her illness by Macmillan Cancer support. Her mum passed away on Feb 13th and before she died Justine said that she would shave her head to raise money – it is very appropriate as her mum was a hairdresser (so was Justine before she started working for us.)

She has put sponsorship forms in the local sites, but also asks that people donate via:

www.justfiving.com/justine_tweedy1 or call Justine on 07967 813257 to give cash.

Look out for the next photo in UK news of a slightly chillier Justine!

Books for Malian Schools



Chris Leese recently asked for donations of children's books to support an effort by the British Army in Mali, to help local children to learn English. Chris has been overwhelmed by the support he has had and is pleased to report that as we write a large crate of books is currently on a Hercules plane heading for Africa courtesy of CEMEX UK. Thank you to everyone who donated.



BEING THE BEST FOR EMPLOYEES

It's back.....The Pedometer Challenge 2015



The Pedometer Challenge is back!! It is an event aimed at helping employees improve their health but is a great way to have some fun and, if you wish, raise money for the charity of your choice. Last year over a quarter of all employees took part with over 70 teams and significant money raised for charity. Sign up for this year's challenge by completing a registration form and emailing it to katherine.willcox@cemex.com by April 3rd 2015.

You can download the Pedometer Challenge Information Pack from the [Pedometer Challenge SHIFT Community Page](#) or request one from katherine.willcox@cemex.com

So for those of you who don't know, what is it all about?

The Challenge:

Form teams of 4 or more people (no upper limit but must be employees)

Appoint a team captain

Decide if you want to raise sponsorship and which charity the team is going to support (this is optional but must be only one charity per team)

Complete registration form and return to katherine.willcox@cemex.com by **3rd April 2015**

What Happens Next.....

Each registered participant will receive a Pedometer

Starting on Monday 4th May and continuing for 4 weeks until Sunday 31st May 2015 each individual records the daily steps they have completed and gives their team captain their weekly total

(If people do not fancy walking there are ways of converting other physical activities to steps and recording these within the daily totals)

Each team captain submits a weekly log of their team's performance

And at the end.....

Every one who has taken part will be fitter!

Collect your sponsorship money and apply for matched funding from CEMEX (limits apply - see Guidance and Rules)

Have a celebration event with your team - you will have earned it!

There will be certificates of achievement for the most successful teams and individuals as well as for the best team name.

Whilst the challenge is in progress and at the end there will be publicity about progress and achievements with regular leader boards. Hopefully there will be some interesting and amusing stories (and pictures!) along the way and everyone is encouraged to share these with Communications (UK News) and/or by posting blogs on the [Pedometer Challenge SHIFT Community Page](#).

You can download the Pedometer Challenge Information Pack from the [Pedometer Challenge SHIFT Community Page](#). or request one from katherine.willcox@cemex.com

So what are you waiting for, **step up** to the challenge and form a team today!



Best for...Oscars!!



Last week the senior UK Managers met in Daventry to celebrate 2014 achievements and to discuss our challenges for 2015. Jesus Gonzalez commented, "As I have mentioned to you several times, it is very important to celebrate good news and recognise our people for great results. With the inspiration of the Oscars in mind, we had the "2014 BEST For Awards" event to recognise excellent performance for each of our 5 key stakeholders (see table below with the awards). Special thanks to Lex for his outstanding presentation skills - from UK Aggregates to Hollywood!"

Congratulations to all the winners!

BEST for Families	Best	UK Aggregates Readymix Northern Paving Solutions Tilbury Cement Plant Logistics Cement
	Most Improved	Doves Holes Quarry London Readymix Rugby Cement Plant Washwood Heath
	Individual Recognition	Stuart Keighley
BEST for Customers	Best	Cement
	Most Improved	Cement
	Individual Recognition	James Fairclough
BEST for Employees	Best	None
	Most Improved	Marine
	Individual Recognition	Rob Doody
BEST for Communities	Best	All UK Operations
	Most Improved	Cement
	Individual Recognition	Phil Baynes-Clarke
BEST for Shareholders	Best	Asphalt / Paving Solutions Building Products Readymix Portfolio
	Most Improved	Asphalt / Paving Solutions
	Individual Recognition	Juan Lopez (R.I.P.)

25 years for Hugh Porter



Congratulations to Hugh in Asphalt and Paving for reaching this milestone. Hugh was congratulated by John Smith (Northern Ops Manager), Ken Mcalpine, Gary Hoffman and Thomas Bowes.

Hugh is using his gift towards a once in a lifetime holiday to America to visit the home of Elvis.

Thank you Hugh for all your hard work over the years.



Goodbye and good luck



We also wish our Asphalt colleague Gary Hoffman all the best as he moves to take up a post in Australia within an Asphalt company.

15 years service for Andrew Younger



Congratulations also go to Andrew in Asphalt and Paving - thank you for all your hard work over the years.

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
051-02-2015	Multi Skilled Operative	Aggregates Northern	Dove Holes Quarry	13/03/2015
052-02-2015	Plant Manager	Readymix Central	Watford Plant	05/03/2015
053-02-2015	Plant Manager	Aggregates Scotland	Cowieslinn Quarry & Coating Plant	12/03/2015
054-02-2015	Quarry Operative	Aggregates Scotland	Collessie Quarry	12/03/2015
055-02-2015	Day Maintenance Electrician	Cement	South Ferriby Cement Plant	12/03/2015
056-03-2015	Relief Plant Manager	Readymix Central	Cluster 12 Peterborough Area	11/03/2015
057-03-2015	Sales Representative	Asphalt	Yorkshire/Humberside	16/03/2015
058-03-2015	Plant Supervisor	Readymix Scotland	East Kilbride	13/03/2015
059-03-2015	Laboratory Technician	National Technical	Southam	13/03/2015
060-03-2015	Chemical Laboratory Analyst	Cement	Rugby Plant	17/03/2015

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



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.

