



Welcome to UK News 22nd April 2015
your weekly update from around CEMEX UK

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BEING THE BEST FOR FAMILIES

Northern Readymix Triple Crown For Safety Performance



Congratulations to the management, staff and all contractors associated with Northern Readymix. In the past few weeks they have been voted by independent judges as Best Performing Readymix Division in the CEMEX Global Awards, Winners of the CEMEX Safety Sword and received the ROSPA Presidents Award.

Derek Hopper, Health & Safety advisor commented: "Whilst these prestigious awards are well deserved and show recognition of commitment to creating a positive safety culture, we need to remember the next accident is just lurking around the corner if we do not continue to Step in and stop unsafe acts and make safety our watchword and remember, the greatest reward is everyone going home safe every day. Well done all as we know it's all about Teamwork and this Team is working so let's keep it that way."

Route Planning Is Essential



The recent tragedy in Bath where a tipper truck crashed, resulted in the tragic loss of four lives, including a four year old child. The route, which the tipper driver was using, was not suitable for heavy goods vehicles. The truck driver was arrested on suspicion of causing death by dangerous driving and manslaughter by gross negligence.

Route planning is essential, no matter what type of vehicle you are driving, taking into consideration road restrictions, high risk areas and weather conditions.

RoSPA Awards Success



Congratulations to all our Operations who have achieved success in the RoSPA Occupational Health and Safety Awards. Readymix Central won the Mining and Quarrying



Industry Sector Award which is the 5th consecutive year that this Award is to be presented to one of our Readymix Regions, our UK Logistics Operations have been recognised with the Management of Occupational Road Risk Technology Trophy and Readymix Northern receiving a President's Award. In addition, our UK Aggregate Operations received a Silver Award. It must be stressed that this is the first time the Aggregate Operations have entered as a whole and this is a good result for first time entrants.

Keep Our Contractors Safe...



Contractors have suffered 60% of our lost time injuries in the last 5 years. We all have a responsibility to look out for them and Step In if we see anything we believe may be unsafe.

Jesus Gonzalez commented: "We must continue working very hard to keep our contractors safe. It is very important that we treat them with the same safety standards that we use with our own employees and that we always STEP IN when we see an unsafe behaviour. Contractors safety is a hot spot not only in CEMEX but across the whole industry. Contractors companies should have the proper accreditation (i.e. PICS, FORS) to work in our sites and individual contractors should also probe competence (i.e. passports) before entering in any CEMEX site."

Dust Off Those Walking Shoes...



With only just over a week until the next pedometer challenge 2015, get ready to dust off those walking shoes and enjoy the spring!!

We have more than last year registered to take part with 803 colleagues in 91 Teams. Think of a groovy name and limber up for May the 4th. May the steps be with you..... don't forget to post pictures and updates on the Shift pedometer challenge community site.

<http://shift.cemex.com/communities/service/html/communityview?communityUuid=01c02190-4388-4547-ba95-5c1db144efed>

BEING THE BEST FOR CUSTOMERS

It's All A Bit Fishy In Cluster 3.....



A steady supply of fish and chips is helping the Stockton & Hartlepool Team maintain a steady supply of readymix to their customers!! They are going great guns and supplied a 700m+ pour last week. The 1st pour of this size was given to a competitor and the customer came to us for the 2nd pour. Our pour went well with 12 trucks and 4 plant staff on the job - Tim Jennings, Tony Coleman, Russell Young and Steven Ebbelwhite. They are hoping to secure the rest of the job which is around another 11 pours of this size. They are also currently supplying a customer with a 250m pour each week which they continue to speed

up and improve on.



Tim commented: "We seem to be getting more and more of the bigger pour jobs at the moment, maybe this is because other concrete suppliers are not confident enough in their own product and service levels. Thanks to Gary Cain for supplying the fish and chips and keeping all the lads morale up!"

BEING THE BEST FOR SHAREHOLDERS

Global Q1 Webcast April 23rd 3pm



CEMEX's First Quarter 2015 Results Live Webcast

You are invited to an upcoming webcast. This event will give you the opportunity to learn about our results, as they are presented to and discussed with our key financial stakeholders.

Date: Thursday, April 23, 2015

Time: 15:00 (3 pm)

Hosts: Fernando A. González, Chief Executive Officer

Maher Al-Haffar, EVP of Investor Relations, Communications, and Public Affairs

Please click on the link below 5-10 minutes prior to the scheduled time of the webcast:

<http://edge.media-server.com/m/p/sapsyvrp>

- We encourage you to invite your team members to join you for the live webcast.
- To ensure easy viewing, disable pop up blockers in your navigator.
- If you experience buffering or other connectivity issues, press F5 on your keyboard to refresh the webcast player.
- A replay of the webcast will be available following the live event through the same link highlighted above.

The replay will also be accessible through the Home section of [Shift](#).

Investment In Fridaythorpe Asphalt Plant



The Dryer at Fridaythorpe drum mix plant was worn out and causing issues on a daily basis up to the point that the plant had become the most unreliable plant in the UK. When the Team did the budgets last year they planned to replace the dryer as part of the maintenance plan. Rather than just replacing the dryer, the drive system was upgraded with high efficiency geared motor units driving the roller paths. The benefit to this design is it reduces energy consumption,

maintenance, noise and vibration for the operator.



The dryer was commissioned this week and went without any issues. The early signs are looking promising, from a fuel usage point of view the burner is working lower down in its heat range to get the required temperature so this should save fuel.

The feedback is positive and the Team are pleased that we are investing in their part of the asphalt business. Leo Medley, the Assistant Manager, commented: "No one on site was happy with the amount of plant breakdown and the bad reputation that came with them. It will be good for the site morale to have a Plant that just works as it should do."

BEING THE BEST FOR COMMUNITIES

Top Of The Class - Lend-A-Hand



Three maintenance Team members from Rugby Cement Plant were top of the class last week after their Lend-A-Hand day at Bawnmore Community Infant School in Rugby.

Stuart McGregor, Ian McGregor and Adam Coop manufactured a sandpit, complete with interactive wall, and stage for their outside classroom. The Head Teacher, Debra Wade, and staff were overwhelmed by both their work and efforts and sent a special letter of thanks saying: "We know that many children will have hours of enjoyment using the equipment in years to come."

Pictured are Stuart, his son, Joseph (a pupil at the school), Debra Wade (Head Teacher), Ian and Adam.

Angerstein Wharf Logistics Take On The 'Oarsome' Tideway....



An intrepid Team of 6 from Logistics at Angerstein Wharf are rowing the Thames from Westminster to Deptford, some 8½ miles, in aid of the Ahoy charity. The novice crew, headed up by Bob Lockhart, have agreed to take part in the construction industry's 'Oarsome' row challenge as part of a 12 team race. The first boat across the line wins.... although just finishing will be an achievement!! The Ahoy charity aims to give children with disabilities or learning needs a chance to row and sail and compete if they want to alongside able bodied compatriots. For many of the children it gives an important opportunity to gain confidence and the freedom these sports provide.

The Team needs to raise £2,000 for Ahoy to take part in the race. Anyone who has ever done any rowing will know what a big challenge rowing 8½ miles on the choppiest part of the Thames is...

Please be generous and support the Team by giving what you can via their Just Giving (Virgin Money) site <http://uk.virginmoneygiving.com/RobertLockhart1>

Bob has worked out that with the tide with them at 4 knots it should take about an hour to complete. "It's a tough challenge, but nothing compared to the challenges that the children with disabilities face every day of their lives. If we can help then it will be worth every stroke."



Cambs Business Challenge 10k Results Are In...



Four members of Central Region's Readymix Commercial Team took part in a gruelling 10k run on Sunday 12th April, as part of the Cambridge Festival of running, alongside 952 other runners.

Steve Gatfield, Alistair Smith, Chloe Whitworth and Joanne Ashby all ran as Team CEMEX, not only representing CEMEX but also as a Team for the Bedfordshire, Cambridgeshire, Northamptonshire Wildlife Trust, raising £260 for the charity at the same time.

The Team put in a sterling effort with Alistair Smith an amazing 34 mins 36 sec finishing in 2nd place overall and Steve Gatfield running a Personal Best of 42mins 58 sec, finishing in 86th place. Joanne and Chloe had never run in a competitive run or an event of any description prior to Sunday, and, therefore, both of their results are also Personal Bests - Joanne 53 mins 20 sec and Chloe Whitworth 68 mins 45 secs. Amazing individual performances on what was a very windy day, and a tough off-road course. In fact, their combined times averaged meant that they made the podium with a fantastic Third (Bronze) position overall (a combined time of 49:55 and less than 2 mins from 2nd place).

Steve Gatfield commented: "A great event, good Team ethic raising money for a worthwhile charity and best for quite a lot!!! Anyone interested in taking part in 2016 - please get in touch. B, C and D Team places are all available and we are looking for someone to challenge Alistair because I certainly didn't come close!"

Give A Bug A Home... Hotel Top Tips...



Insect or bug boxes provide certain insects with somewhere safe to hibernate. A number of insects can be attracted to artificial homes and include:

- Lacewings: delicate bright green insects with near transparent wings and long antennae. In Britain there are 14 species. Adults and larvae have a voracious appetite for Aphids and are of great benefit in gardens.
- Ladybirds: probably our most loved member of the Beetle family. The two and seven-spotted are the most numerous and frequently seen species. Adults and larvae of Ladybirds eat Aphids and other small garden pests.
- Solitary Bees and solitary Wasps: do not occur in large numbers like their social cousins. Over 250 different types are found in Britain and many occur in gardens. The commonest Solitary Bee species are the Tawny Mining Bee and Red Mason Bee. They are very good at pollinating flowers. Solitary Wasps are mostly parasitic and lay their eggs inside the bodies of other insects. These grow inside the host's body until ready to emerge as an adult. They are very good at controlling garden pests.



Top Tips for Bug Hotels! #toptips

How to build a suitable home for insects

Most invertebrates prefer moist habitats in shade, easily visible, near hedges, shrubbery or water. Build on a firm and level surface using mostly natural materials to create a structure with lots of nooks and crannies, fill with woodchips and leaf litter. A wooden pallet or strips of wood is then laid on the base and filled with hay, straw, dry leaf litter and wood chippings. Continue with alternate layers of bricks and pallets, allowing about 100 mm for each layer. Alternatively, make a timber structure with various sized 'Pigeon holes', using off-cuts of 18 mm board to create a rigid box construction.

Keep the stack dry with a cover of roof tiles or wooden boards adding roofing felt or polythene and topping with crushed bricks, limestone chippings or similar and then planting with low-growing, drought-tolerant plants like Sedums or Herbs.

Proud To Be CEMEX - DIY SOS Big Build



Some stories are worth telling twice.

Late February CEMEX received a call from DIY SOS about an upcoming show they were filming in Loughborough and would CEMEX be interested in being part of this. The DIY SOS background stories are based around families who have reached a point in their lives where they cannot cope or function properly without help and are often too proud to ask for this help.

The story of Mark and Jenny Corns follows this format. They already had a young daughter when Jenny was diagnosed with cancer. She recovered and with the aid of IVF they tried for another child. Sadly, Jenny gave birth to stillborn twins, however, with one egg left they tried for another child, becoming pregnant again with twins.

This is where life started to kick the family hard. The twins came prematurely with Mark having to deliver them at home whilst the emergency services were en-route. Both girls had severe respiratory issues along with a form of dwarfism, but after a period in hospital they were well enough to go home. If things couldn't get worse, during this time Mark was diagnosed with liver and bowel cancer and is currently in remission. Jenny has become a full time Carer for both Mark and the twins, whilst trying to maintain a stable home life for their 7 year old daughter. Money was tight; the stress and strain of caring for them all was immense which was impeding Mark's long recovery. Home life was as far away from ideal as possible.

DIY SOS was approached by a family friend and it was decided that they would adapt and extend the house which was far too small for their medical conditions and needs.

Darren Kent facilitated the programme's request for CEMEX and received authorisation from Stuart Keighley to proceed with an FOC offer to supply of 8m3 concrete for the extension. He also got his friend from Camfaud Pumps involved who supplied the concrete pumps FOC. We received some excellent feedback from the BBC Researcher who was genuinely grateful for our gesture.



We were asked to be part of the Reveal Show on 19 March 2015, 9 days after the initial work started. Those of you that watch the programme will be aware of this; those who don't it is where the family get to see their new home for the first time and meet the people/volunteers who took part.

Darren was our representative on that day and says it was an emotional few hours when the family took the opportunity to thank everyone personally who took part. This was some 220+ people. The family is the most humble people he has met and Mark commented that even if his own battle fails he is extremely positive for the NEW future that has been provided for his family.

This is more than donating 8m3 of concrete - this was the opportunity for CEMEX to be part of the community in Loughborough and make a major change for a family whose lives had been turned upside down. This is living the CEMEX ideal of **Being Best for the Communities** and makes you proud to work for such a company. The show is being aired on BBC One sometime June/July 2015.

From Wasteland To Wildlife....



The staff at Northfleet Wharf have turned a wasteland area at their site into a wildlife area with bird feeders, pond, insect /wildlife box and young trees. Adam Johnson, Deputy Wharf Manager comments: "It has all been made from recycled resources on site, trees grown by staff and re-allocated Saplings from over-grown areas on our boundaries."

They have already found Lizards, Newts and a multiple amount of insects in the area. It also now gets visited by a lot of different bird species such as Sparrows, Robins, Wagtails and Blue-Tits. As the area matures they are hoping to find more wildlife attracted to the area.

BEING THE BEST FOR EMPLOYEES

Tax Free Bikes - "Cycle to Work" Scheme



The "window" will be open 1st May to 5th June 2015

Are you considering a healthier, more sustainable way of travelling? If so then the CEMEX cycle2work scheme may be just what you are looking for! We are delighted to announce that there will be an opportunity for you to sign up for the Tax Free Bike Scheme which will be run in conjunction with our partner P&MM Ltd. Please display the attached poster (or download from download section) on a Notice Board near you.

P&MM are one of the largest employee benefits providers in the UK and are working to provide tax free bike schemes (also known as cycle2work/cycleplus schemes) for a number of other organisations around the UK. Staff will be able to apply online at www.cemexlifestyle.co.uk or by calling **01908 303498** from 1st May to 5th June 2015. Alternatively, if you would like someone to call you to discuss the scheme just **text 'cycles' and your name to 81025**

What is a tax free bike (cycle2work) scheme?



The cycle to work scheme is a tax and National Insurance free scheme set up by the Government and the Department for Transport to help promote healthier journeys to work and reduce pollution and congestion.

How does the scheme work?

You will have the opportunity to hire a cycle from CEMEX and you can choose a cycle and cycle equipment to the value of between £100 and £1,000. At the end of the hire agreement CEMEX may give you the opportunity to take ownership of the cycle at fair market value (Please note any arrangements that may be made regarding purchase of the bike at that time will be the subject of a separate agreement). As stated above, you do not pay tax or National Insurance contributions on the value of the salary you sacrifice for this agreement. **For example, if you choose a cycle and safety equipment to the value of £400 and are a lower rate tax payer, you could save up to £128* on the total cost, and if you are a higher rate tax payer you could save up to £168*.**

*exact savings are subject to your individual tax and national insurance calculations.

Welcome To A New Arrival!



Darren Shaw, External Sales Rep in Cluster 14, and his partner, Karis, are pleased to announce the arrival of their baby son Saxon Scott Shaw at 02:48 am on Friday 17th April.

Both mother and baby are doing well (and so of course is Darren) and are looking forward to getting Saxon home and to enjoy the family life together.

Everybody in Cluster 14 and CEMEX wish Darren and his family well for the future. The photo shows the family shortly after Saxon arrived in the world.

Forty Years For Terry



Congratulations to Terry Moran for achieving 40 years service on 14 April. Back in 1975 Terry joined Rugby works as part of the yard gang; moved to the Raw Plant and then in 1995 was appointed to his current role, Team Leader in the Packing Plant.

Terry is a very keen golfer and has purchased some new clubs and golf bag with part of his gift.

We thank Terry for his valuable contribution to the company over the last forty years.



Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
108-04-2015	Learning & Development Coordinator	Human Resources	Rugby Office	30/04/2015
109-04-2015	Shift Maintenance Electrician	Cement	South Ferriby Cement Plant	29/04/2015
110-04-2015	Plant Operative	Aggregates Southern	Dagenham Wharf	23/04/2015
111-04-2015	Shipper/Planner	Readymix Southern	Thorpe Office	24/04/2015
112-04-2015	Customer Service Team Leader x 3	Readymix Central	Rugby Office	29/04/2015
113-04-2015	Sales Administration Team	Readymix Central	Rugby Office	29/04/2015
114-04-2015	Internal Sales Manager	Readymix Central	Rugby Office	29/04/2015
115-04-2015	Technical Sales Support Manager	National Technical	Rugby Office	29/04/2015

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 29 Apr

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.





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and equipment



Your tax-free bike scheme will be open:
From 1st May - 5th June 2015

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bike and equipment from
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Call cycleplus: 01908 303538**
Call cycle2work: 01908 303498**
Or text 'cycles' to 81025**



*Savings based on a basic rate tax paying employee. Savings refer to the tax and National Insurance saved from the salary amount sacrificed and do not refer to discounted cycles or cycle products.

**Calls and text messages are charged at your standard network rate.