

CEMEX UNITED



With 2015 well underway Team CEMEX UK has its eyes on the 2015 prize of more than £100 million operating cash flow (OCF).

At this year's roadshow, Jesus launched our 2015 business Target Zero 100. If we all work together

to serve our customers, create value over volume, continuously improve, and most importantly, do it all safely, then we will be on track to 'paying off our mortgage' in 2016.

Find out more about Target Zero 100 on page 4.



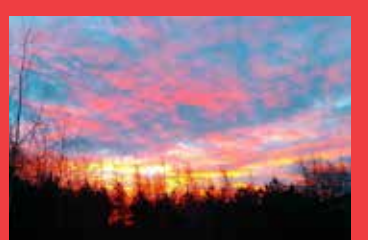
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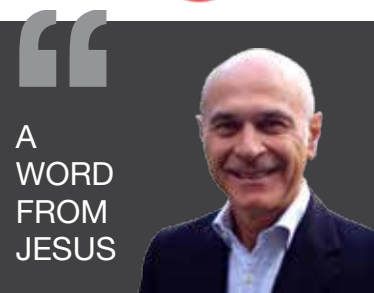
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A WORD FROM JESUS

Welcome to the first 2015 edition of CEMEXpress. We are now well into the year and I am pleased to say that our H&S performance has so far been much better than last year. However, we are still injuring our people so we cannot become complacent. Please keep STEPPING IN and LOOKING AFTER EACH OTHER and zero incidents will be possible.

We have also announced the Pedometer Challenge for May. I look forward to participating with my team in the challenge and encourage everyone to be part of it. Our goal is to have more than 1,000 employees taking part this year.

Another key focus for us this year has to be making great customer service at the centre of all we do. Everyone has a customer (external or internal) and we need to find ways to becoming the BEST for them.

You will also read about the new Global Vision and our Target Zero 100 goal in this edition. We are well on our way to reaching our financial targets for this quarter, but we have to keep our eyes on the long game if we are to 'pay off our mortgage' and become a truly profitable business by 2016.

Thank you for your continued hard work and dedication.

Stay safe.



Jesus Gonzalez
UK Country President

CEMEX AT THE LONDON BIKE SHOW



1167 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 where 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 Metropolitan Police.

The Met had specifically requested a CEMEX vehicle be 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.

This 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.

A BRIGHT IDEA

David Harrison, who works in Ash Operations at the Drax site, has won an award for submitting the best bright idea for 2014. David implemented a new winch and lift at the site to allow the safe transportation of ash sample buckets from the classifier building to the ground floor. This eliminated the regular need to carry heavy buckets up and down an external set of stairs.



David is pictured receiving his award from Ash Operations Director, Laurence Dagley, who commented, "During 2014 we received many excellent bright ideas but David's added a valuable safety improvement."

THANK YOU TYRONE AND AUGUSTIN FOR YOUR CAREFUL DRIVING

Two cyclists have praised CEMEX London Aggregate Drivers for their considerate driving.

Well done and thank you to Tyrone Lowther (top) Agency Driver and Augustin Garcia (bottom), both Drivers at Angerstein, for your great example.

Rob Wilkinson, Regional Logistics Manager, was delighted with the driving culture exhibited by Tyrone and Augustin. It is exactly the type of driving behaviour we expect in such a high risk environment.

Credit must be given to Charlie Stanford ALM, the Lead Drivers – Bob Lancaster, Paul Luacs, Ken Evans and Paul Macpherson DDO, and the whole Driver Team, as they have created a driving culture that puts 'sharing road space' at the heart of their driving.



AGGREGATE DREDGER RESCUES DANISH FISHERMEN



Congratulations to Captain Mark van Belzen and crew on board the aggregate dredger MHD Reimerswaal, a vessel contracted to CEMEX Marine, who rescued a three-man Danish fishing crew in February.

LTI FREE CONGRATS TO...

The whole of RMX UK with one year LTI Free!



- Leith Cement Terminal clocks up 24 years!
- Bramshill Quarry 13 years
- Northfleet 9 years
- Northfleet Concrete Products 8 years
- Aggregates SE 7 years
- Aggregates NE 6 years
- Readymix Northern 5 years
- Scotland RMX 4 years

ITS 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

You can download the Pedometer Challenge Information Pack from the Pedometer Challenge SHIFT Community Page or request one from Katherine.

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)

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

DRIVERS ARE OUR EYES AND EARS

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

"I was met by the site manager who, after I introduced myself and my reasons for being there, started to walk me down towards the dig for a closer look. There was mud everywhere and the site was totally unsafe. Certainly no-one from CEMEX was going to work there."

The main lesson from this experience is that these drivers see everything and we must take notice when they report concerns over safety. We're all in this together and we must do the best for our families.



PRINCE CHARLES VISITS ‘SUPER SEWER’



The Prince of Wales recently visited the new Lee Tunnel ‘super sewer’ in East London. The newly-completed Lee Tunnel is part of a Thames Water project to improve the capital’s sewer system. CEMEX supplied the huge amount of very technically demanding concrete, part of which you can see the Prince walking along!

The visit was to mark the 150-year anniversary of the capital’s sewers which were designed and built by Sir Joseph William Bazalgette.

FORGET THE FERRY TAKE THE BRIDGE

Readymix Northern is getting set to supply 120,000 cubic metres of concrete to the prestigious new bridge that will span the Mersey River at Runcorn and Widnes.

Two site plants, one situated either side of the crossing, will supply the concrete. The south plant at Runcorn has been commissioned and is ready to go. The brand new Liebherr-designed Mobilmix 2.5 machines will each be able to supply at a rate of up to 90 cubic metres per hour.



CEMEX UK WINS TOP CONSTRUCTION NEWS AWARD

CEMEX has won Best Materials Supplier of the Year Award at the Construction News annual awards. This is the most prestigious award. The CEMEX team who pulled the bid together were over the moon to win. Congratulations to everyone, as this award reflects all of our hard work to serve our customers and be the best at doing so. Stuart Keighley and James Fairclough were quite happy to win!!



YOU’RE MY WONDER WALL

We have just launched a new CEMEX product aimed at house builders called Readyform Wall. We have developed it in partnership with a firm called Beco Wallform and are offering house builders walls of recyclable polystyrene and concrete or ICF (insulated concrete formwork). There is a shortage of bricks and bricklayers in the UK at the moment and our solution provides a quick and thermally efficient way to build houses.

The method of building has been around for a long time, mainly in the self-build market, but we are the first of the major concrete companies to offer it to the larger house builders. We have nearly completed a project in Lincoln using the Readywall form and the results are great.



CEMEX BAGS WICKES

It’s great news to be able to report that in January CEMEX Bagged Aggregates secured the contract with Wickes to supply their northern branches.

This is a great step forward for CEMEX Bagging and in total we will be delivering to 90+ stores from Worcestershire to Inverness via five sites. The materials that are to be supplied will be a mix of our base aggregates in bulk and mini bag form.



EVERYONE HAS A CUSTOMER



Great customer service needs to become part of our DNA. Everyone serves a customer whether it’s the site manager who needs a delivery or a colleague who needs a report on time. Everyone needs to work together to practise excellent customer service if our business is to flourish.

If you work ‘behind the scenes’ and think you never come near a customer, think again. We all form part of a chain of ‘internal customers’ which ends up serving a paying customer. Every link in that chain is important if we are to deliver a competitive service.

Our six customer service delivery standards apply to everyone. Even if you never face a customer, think about what you do in your job – do it professionally.

We all recognise the sense in calling a paying customer if their product delivery is going to be late but do you contact a colleague to tell them a meeting will be delayed or some information they need is delayed? Call Bob – well who is Bob? Bob is anyone you are doing something for...

EXTRA MILE

Steve Sherwood, Tilbury-based bulk cement Tanker Driver, demonstrated fantastic customer service when his MDT (mobile data terminal) recently crashed and re-set losing the customer’s proof of delivery signature.

Following discussions with Jonathan Waller in the Planning Office, Steve agreed to continue on his return to Tilbury in order to load the vehicle he was using for an early delivery Monday morning. He then used the works vehicle to return to the customer site to recapture the customer’s signature to avoid any issues with invoice query/non-payment. A clear case of “going the extra mile”.



GREAT NEWS

Steve Prattley, our Plant Supervisor at Pershore, a CEMEX Customer Service Hero, has just gained his Level 2 Customer Service Apprenticeship. Congratulations!



“The customer experience is everything and it begins with YOU”

Richard Branson

Think Waitrose or Virgin Airlines – great customer service is everything. It keeps customers coming back and they are often prepared to pay extra for it too.



CUSTOMER FOCUS – our six service standards

Faultless professional conduct

Results driven teamwork

Accuracy in communication

BE PROFESSIONAL

BE FRIENDLY

KNOW YOUR CUSTOMERS

KNOW YOUR PRODUCTS

COMMUNICATE CLEARLY

WORK TOGETHER

Personable service manner

Deep customer understanding

Thorough product knowledge

SIX SERVICE STANDARDS

“It’s the quality of interactions with your people that makes the difference”

(Richard Branson)

PROVIDE US WITH A FRAMEWORK FOR CUSTOMER SERVICE BEHAVIOUR



CEMEX recently launched its new global vision – **BUILDING A BETTER FUTURE**. Sound familiar? The UK vision of Helping to Build a Greater Britain fits in perfectly with our global vision too, as do our CEMEX UK strategy, mission and values. It's nice to know that the UK is in step with the rest of the CEMEX world and, dare we say it, even leading the way!

GLOBAL VISION: Building a Better Future

UK VISION: Helping to Build a Greater Britain

GLOBAL MISSION: to create sustainable value by providing industry-leading products and solutions to satisfy the construction needs of our customers around the world

UK MISSION: to be the best construction solutions partner

GLOBAL STRATEGY

Global: value our people as our main competitive advantage

UK: best for families and best for employees

Global: help our customers succeed

UK: best for customers

Global: ensure sustainability is fully embedded in our business

UK: best for communities

Global: pursue markets that offer long term profitability

UK: best for shareholders

GLOBAL AND UK VALUES

- Ensure safety
- Focus on customers
- Pursue excellence
- Work as one CEMEX
- Act with integrity

TARGET ZERO 100

PAYING THE MORTGAGE

Jesus's main roadshow theme for this year was Target Zero 100. What's that? It is our CEMEX UK business target to reach over £100 million income for all of our UK businesses combined in 2015, but to reach it safely – with zero incidents. In 2014 our combined income was £84 million.

Why £100 million? Our aim is to reach CVA+ by 2016 and to do this we have to hit £100 million this year.

Why and what is CVA+ you ask? Let me tell you a story to help explain...

Once upon a time there was a family called the Bloggs. They owned a house which cost £200,000. They took out a mortgage to pay for it which has a 5% monthly payment of £1200 and the household running costs (fuel, council tax etc.) are £1,500 each month.

Mr and Mrs Bloggs earn £2000 between them each month. Uh oh, they don't earn enough money to pay the bills. In fact they are £700 short each month and have to borrow from the bank.

What can they do to get out of debt?

1. Earn more money
2. Re-negotiate the mortgage
3. Cut the bills

CEMEX UK is like the Bloggs family. We currently don't earn enough money each year to pay our bills and our 'mortgage'. To be able to pay our mortgage and be in profit by 2016 we need to make more money (or OCF) to balance our books (or CVA).

In 2015 we need to have just over £100 million income (or OCF) to set us up for 2016's Olympic year target of a positive balance sheet (or CVA+).

So far this year we are on track for reaching our £100 million target.

THE PROGRESS SO FAR

Martin Langvad, VP Cement Operations



Cement's plans are well on track. If we produce more packed products in plastic bags, the full amount of clinker with >75% alternative fuel and recycle our BPD and CKD back into the products, while running the Rugby kiln until June 2015 before a major overhaul, we will be there for a CVA+ in 2016.

We also have to operate South Ferriby at full capacity again, and grind a higher proportion of our cement in Tilbury to capture the lower cost of grinding from that top modern plant.



Chris Leese, VP Readymix

Readymix has continued into 2015 as a stand-alone profitable business. Our primary focus remains the health and safety of our employees, contractors and third parties and it's been great to see so many examples of people stepping in.

Commercially, prices have moved forwards. However progress is beginning to slow and we need to be watchful. We also need to get the balance between volume and value right as there is concern that some volumes are dropping below budget.

Special areas of focus remain recovering fair value for our products and services, delivering great customer service, ensuring that we recover the costs of part-load waiting time and returned concrete, and keeping a close eye on our costs. Sales of value-added products have been yielding good margins – the sales force have got the bit between their teeth now!

DSM is picking up and the focus is on developing the market for our specialist solutions. There is huge potential for us here and we are investing in this area.

Lex Russell, Aggregates VP



Sticking to the safety standards is key. I believe strongly that if we look after ourselves, take care of those who work with us and 'stop and think' before we undertake a task we will achieve our Zero goal.

All of my businesses are making good progress in all of the key drivers to hit our OCF target-price, cost and operational excellence. We love a challenge and we will not be beaten by this one.

Matt Wild, VP Cement Commercial, BPs and Logistics



Cement Commercial: A great start to the year on price and volume in cement. This is as a result of a sterling effort from the commercial team in Q4 last year. We are seeing daily volumes we haven't seen since 2008 and ex-works equivalent prices well ahead of budget. The key area of focus is ensuring we can continue to meet our service promise to customers.

Building Products: We have had no LTIs or TRIs which is great. Rail has had a quieter start with lower volumes in sleepers but we have had an upturn in bearers. On Concrete Products our volumes in blocks and pavers have been lower than budget, but higher prices are keeping our OCF on track. We have already sold 1 million Readybricks this year and this puts us on target to beat our 5m+ internal goal. Key for the coming months is establishing production at our new Rochester Floors facility.

Logistics: Demand has put a strain on capacity in all areas and we are all working hard to ensure customer demand is fulfilled across all business lines. Low fuel prices are helping to keep costs in line with budget. The key area of focus is pushing hard on productivity while maintaining service levels.

THE CVA CHALLENGE



	Blogg Family (per month)	CEMEX UK (2014)
Assets	1 house £200,000	Land, Equipment, Investments £658m
Income	Blogg's salaries £2,000	OCF £84 m
Running Costs	Household Costs £1,500	Depreciation £51m
Mortgage Cost	5% £1,200	12% £79 m
Balance (CVA)	-£700	-£46 m



A SUCCESSFUL PARTNERSHIP



Sam Tarrant, CEMEX UK Biodiversity Advisor, gives an insight into an exceptional partnership

Twite Conservation

Probably the most successful project so far, CEMEX UK and the RSPB have created a 5ha flower-rich hay meadow at Dove Holes quarry in Derbyshire. The site is home to a small population of breeding twite, the most southerly colony. Staff onsite are monitoring the birds, enhancement feeding and managing the new flower-rich meadow.

Helping Turtle Doves

The same partnership has also commenced a three-year turtle dove conservation project across nine quarries. It is hoped this research and the enhancement of sites with a forage mix will help critically threatened turtle doves breed more successfully on quarries in the future.

The turtle dove population has declined in the UK by 95% since 1970. This decline is also being seen elsewhere in Europe, where populations have declined 74% since 1980. The main contributor to the decline is thought to be the loss of suitable habitat and associated food shortages in their breeding ground.

Turtle doves breed in England and are the UK's only migratory dove, making the 3000-mile journey each winter to

West Africa. They feed on seeds, which used to be common in field hedgerows but are increasingly being replaced by commercial crops.

Great Restoration Plans

CEMEX UK planners have worked with Midlands RSPB to develop a 60ha heathland restoration scheme for Rugeley Quarry, in Staffordshire. This is on top of the 80ha already in management onsite. This great scheme will extend Cannock Chase and help give nature a home in the future.

Conference for Nature

CEMEX UK took centre stage at this major conference on halting wildlife declines. Sustainability Director Andy Spencer spoke at the Conference for Nature alongside Sir David Attenborough and deputy prime minister Nick Clegg. The conference brought politicians, industry leaders and wildlife groups together to tackle the problems nature faces.

First investigation throws up interesting statistics

The RSPB recently carried out a survey on 70 CEMEX quarries to find exactly which birds live and breed there.



Twite



Kestrel

Buzzards and kestrels flew into joint top spot, with both species found on more than a quarter of sites surveyed (27%).

Peregrine falcons were found on over a fifth of sites (21%) and 23 peregrine chicks fledged.

Almost 10 per cent of sites surveyed had barn owls, and six breeding pairs produced five chicks.

Seven per cent of sites had sparrowhawks and tawny owls, with both breeding on two sites.

This is the first time the RSPB has carried out an investigation into birds found on quarries, and experts were also excited by reports of elusive birds

of prey like goshawks and owl species such as short-eared owls.

Birds of prey continue to be killed, despite the fact it has been illegal for more than 50 years and the RSPB doesn't want to alert persecutors to different sites, especially where birds are breeding.

The RSPB teamed up with CEMEX, and asked all of its quarry managers to complete the survey asking about the birds of prey they see at their sites and it is this collaboration which has contributed to the successful partnership.

This national partnership with CEMEX UK is aimed at creating 1000 hectares

of new space for wildlife by 2020 and increasing awareness among employees.

Quarries are good for wildlife because of their sheer scale and the number of sites. Many resemble birds' natural habitats, such as the cliff faces that peregrine falcons traditionally nest on.

Sam Tarrant, CEMEX Biodiversity Advisor, says, "Quarries might usually be associated with unglamorous materials like sand, gravel and stone but they are far from the bare wastelands many people imagine. They are actually home to some of the UK's most exciting wildlife."



Turtle Dove



Tawny Owl



Buzzard



Barn Owl



Peregrine Falcon



THE CEMENT MEN



There have recently been some changes to the management team of our Cement Operations with **Martin Langvad** coming in as VP of Cement Operations in the UK as well as Northern Europe, **Philip Baynes-Clarke** has moved from South Ferriby to manage the Rugby Plant and **Jan Kristof Peters** has moved from CEMEX Germany to manage the South Ferriby plant. All three are experienced Cement men and they are keen to take our operations forwards.

We spoke to Martin and Phil and asked:

What are your first impressions?

Martin: There are a lot of high quality and dedicated people working in the cement operations here and that is exciting as there are opportunities in the market that we are in a good position to exploit.

Phil: There is a really strong H&S culture at Rugby and commitment to continuous improvement. We have just won the CEMEX Global H&S Award for most improved performance in the cement category which is a great reflection on the team.

What are your immediate challenges?

Martin: We have opportunities to control all our costs, especially fuel costs and focus on topics that really improve performance and maximise our production. We also have to get South Ferriby up and running, and move people out of the portacabins. We hope that the last kiln and cement

mill will be running by mid April but it will take until early 2016 to finish the site totally. It's a big challenge for Jan, but the team at South Ferriby has been really welcoming and is continuing to work extremely hard.

Phil: Operationally our immediate challenge is to keep the kiln at Rugby running until the shutdown in June. The kiln has already been operating longer than ever before and so this is certainly a big challenge for us. We then need to perform a safe and successful overhaul of the kiln line.

We are on track to hit our CVA targets, but we have to keep our costs down. One key cost driver is alternative fuels. We have already had some success in recent weeks to increase the use of alternative fuels at the plant and the target is to operate the kiln consistently above 70% Climafuel usage in 2015.

Each year we also spend a huge sum of money to dispose of by-pass dust, a by-product of the kiln system. We need to find the most economical solution to consume as much of

these dusts in our cement mills as possible.

Other challenges include doubling our plastic bag production to meet the growing demand in the market place. Already the packing plant team has achieved a 30% increase in plastic bag production in recent weeks and I am confident we can achieve this important goal.

Finally, we will be installing a new clinker export system at Rugby so that we have a steady supply to send to Tilbury grinding plant, even during kiln outages. Designs are being finalised and we plan to have this operational in Q3 of 2015.

When you get spare time what do you do?

Martin: I am a motorbike fan so enjoy riding my Harley, and watching motorsport and football, I also love spending time with my five grandchildren who live in Denmark and Sweden.

Phil: I have a young family so most of my free time is spent enjoying time with the family.

STI ASH TEAM BECOME HALF MILLIONAIRES

Earlier this month, our STI Ash processing plant at West Burton achieved an important milestone by processing 500,000 tonnes of product since its installation in 2008. The STI plant is used to remove carbon from the ash, making it into a high quality product that can be used within cement and concrete and diverting it away from landfill. Throughout its life, our STI operators have worked to optimise the system, increasing belt life and maximising efficiency. Well done to Phil Bartrum, Mark Fletcher, Duncan Lynas, Chris Dumbleton and Martin Hollis, who all become half millionaires!



GOLD DUST... NEW WEST LONDON RESERVES

Early in March 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, especially as one phase is Grade 2 listed parkland, but thanks to a fantastic effort by both the internal and external teams we got there in the end.

A NEW RECORD HAS BEEN SET AT RUGBY PACKAGING PLANT

The packing plant team has recently been working tirelessly with Arodo (machine manufactures) in an effort to increase throughput of line three (plastic packer). They have made great improvements while servicing the machine and performing critical modifications to the release and cleaning probes system.

As a result of this, two new daily records have been set – 812 tonnes (32,480 bags) and 908 tonnes (36,320 bags) on two consecutive days in mid March. The previous daily record (July 2014) was 709 tonnes (28,360 bags), so congratulations to everyone involved in producing a 28% increase in throughput!

The packing plant team will continue to work with Arodo to ensure best practices are implemented in order to achieve a reliable enhanced operation of the machine. These improvements

and efforts will push the packing plant forward in fulfilling CEMEX's customer service promise and help to grow this important product line within the market place.



PRIDE OF RUGBY

CEMEX has decided to become the principal sponsor of the 2015 Pride of Rugby Awards. This reflects our position as a leading business and a major supporter of local causes through the CEMEX Foundation, the CEMEX Community Fund, the Rugby Group Benevolent Fund and Lend-a-Hand, not to mention the work that many individuals put into local groups and charities.

Pride of Rugby 2015 will be launched on Rugby FM and you will hear the CEMEX name on the airwaves quite a lot between now and the awards ceremony in May.



CCTV SUCCESS



Thanks to Steve, Security Guard at Thorpe, two fuel thieves have been apprehended at Aston Readymix.

We have recently suffered from targeted theft from plants, particularly road fuel from IHCs at Readymix plants.

Early in February Steve detected intruders at the Readymix site, their plain intention being to steal fuel. This site has been a regular target so a speedy call to the police resulted in a number of units arriving with the subsequent detention and arrest of two people.

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.

DFT MINISTER VISITS WASHWOOD HEATH



Department for Transport Minister, Robert Goodwill, MP, made a visit to our Washwood Heath railway sleeper factory on 2 February. It was a visit to show him the scale of our operation and the strategic importance of Washwood as a

major supplier to network rail and the London Underground. He is pictured (right), with Stuart Neil (centre), Business Manager CEMEX Rail Solutions and Derek O'Donnell (left) Vice President Strategic Planning, CEMEX UK.

GOVERNMENT INFRASTRUCTURE CARBON REVIEW

The government has asked that all companies associated with building and maintaining the UK's infrastructure work with them and sign up to its commitment to reduce carbon usage. Recently, Jesus Gonzalez made the pledge and signed us up too.

So what are we being asked to do? Pursue lower carbon solutions that also cost less and play our part in the value chain through leadership, innovation and procurement.

In addition to endorsing the high-level commitment, CEMEX has agreed to commit to continue to measure and reduce the carbon footprint of all our existing products, to actively communicate lower carbon options and solutions to our customers and market stakeholders and encourage them to change buying habits, and to invest in new,

lower carbon product development and launch them in the marketplace. Not only is this commitment best for shareholders but also the planet!





Every CEMEX UK employee can take one day's paid leave a year to do community work either on your own or with a group of colleagues. If you need a few ideas, a short guide telling you how to do a Lend-a-Hand has been put on SHIFT or you can email Ellen Boylin at Rugby hub office for a copy or telephone 01788 517000.

CLUSTER 6 MAKES LOCAL NEWS

Darren Hughes, Paul Craven, Jenny Deacon and Cathy Livesey, recently helped their Local Model Railway near Preston create a new turntable which will be used for their new disabled carriage. They have been providing children and adults train rides in the local park for 60 years and survive on donations and to celebrate their 60-year anniversary they have raised funds for a specially designed carriage which accommodates a wheelchair.

Cathy Livesey commented, "We had a fab day, absolutely back-breaking as we had to barrow the concrete over parkland. However, it was very worthwhile and with the help of Liz Young, our Media Manager, we even made the local news!"



TOP TEAM AT MYTON HOSPICE



Jesus, the VPs and Directors spent their Lend-a-Hand day helping sort donations for the Myton Hospice warehouse in Coventry.

MICHAELA STRACHAN LAUNCHES NEW CEMEX BOOK

Michaela Strachan has helped the UK launch of CEMEX's latest conservation book entitled The IUCN Red List: 50 years of Conservation.

This book is the latest in CEMEX's book series, an initiative from 1993, following the United Nations Rio Earth Summit to help conserve the world's natural resources.

The IUCN Red List: 50 Years of Conservation has been developed with the International Union for the Conservation of Nature (IUCN), a long-standing CEMEX partner.

This book seeks to raise awareness of the most threatened species around the world.



DIDN'T WE HAVE A LUVERLY TIME...

The Cluster 3 Readymix Production Team had a great afternoon on their Lend-a-Hand challenge at Redcar Athletic FC Ground. They laid a concrete perimeter standing area.

Mention must go to Russ Young, Tim Jennings, Kieron Stares, Bill Clarke, Anthony Colman and Gary Cain for a great job completed for the local community.

Gary commented, "If only our local football team can show as much spirit over the next week then promotion will be ours!! Up the Boro!"



NO "LARKING ABOUT" IN CLUSTER 15

A Cluster 15 team of Steve Gatfield, Steve Amos, Mark Smith, John Gillson and Sally Tokens spent their Lend-a-Hand day at The RSPB Headquarters in Sandy where they helped in the re-creation of heathland at The Lodge, removing birch and pine to establish an open heather and grass habitat for birds like the rare woodlark and nightjar.

Peter Bradley, Senior Sites Manager at The Lodge, informed us that they had heard a woodlark for the very first time the day before our visit. He was very pleased with the work and said he



would welcome us back again. It was a brilliant day and enjoyed by everyone who took part.

CONCRETE PRODUCTS LEND-A-HAND

A team from Concrete Products took part in a Lend-a-Hand day litter picking around the New Bilton area of Rugby.

Luke Topp, Vanessa Rankine and James Brougham were provided with equipment such as litter pickers and the bin liners to do their job. They were not alone in this good deed, as many members of the public, including councillor Maggie O'Rourke, gathered together to do their bit for the Bilton area. Then they all split up and went in separate directions.

It is especially important to give Rugby its 'clean' and 'tidy' reputation

with the Rugby World Cup approaching later on this year. It is important that as a town, and as a country we regain a non-litter environment.



CLUSTER 7 AT BLUEBELL WOOD HOSPICE

A willing team from Cluster 7 went to complete a Lend-a-Hand day at Bluebell Wood Children's Hospice. They contributed by digging some of the borders, weeding and spreading wood chippings. The work was fairly hard-going but very rewarding.

Sandra, who is in charge of the volunteers at Bluebell explained what they do and how they care for their patients. The care given is the best and these people (in our team's opinion) are angels.

Bluebell rely heavily on volunteers for the upkeep of the gardens, so if you are short of a place to go for your

Lend-a-Hand day then Sandra will find you something to do.

Many Thanks to J. Parker, M. Taylor, D. Hurst, M. Renshaw, S. Roper, S. Parkes and M. Moore for their hard work.



JUSTINE'S CLOSE SHAVE...

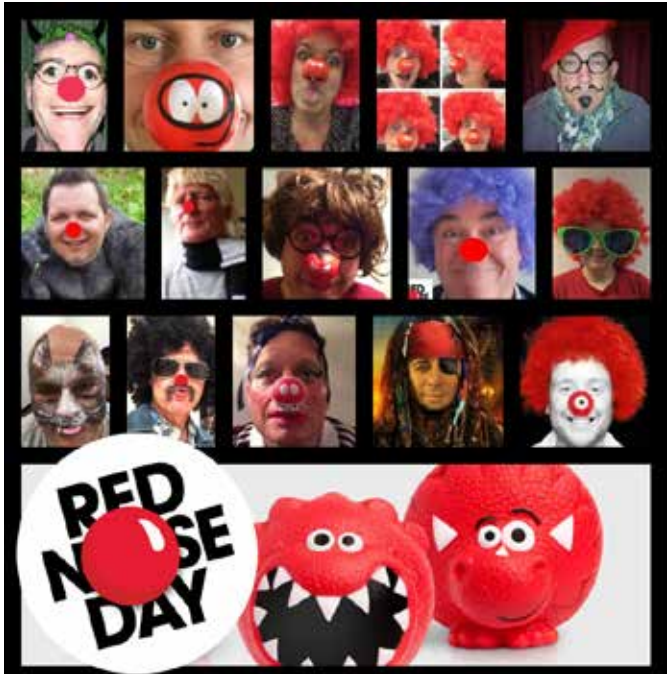


Justine Tweedy, one of our aggregates drivers, has shaved her hair off to raise money for Macmillan Cancer Support. Justine recently lost her mum to womb cancer and shaved her head on Mothers Day - very appropriate as her mum was a hairdresser (so was Justine before she started working at CEMEX).

She has put sponsorship forms in the local sites, but also asks that people donate via: www.justgiving.com/justine_tweedy1 or call Justine on 07967 813257 to donate cash.

RED NOSES ALL ROUND

Congratulations to everyone who helped raise £2769.44 for Red Nose Day this year. Rugby was the hub of the activity with a bake-off competition, football match, cycle-athon, super hero fancy dress, raffle and stalls all raising cash... not forgetting the paint-your-face-funny-for-money photos on SHIFT, which included the top team! A big thank you to everyone involved especially Lou West.



A HALF FOR HIX!

In early April, Michael Hix (RMX Relief Manager and RMS Advisor) is running the Plusnet half marathon in Sheffield. He comments, "CEMEX is Best for Communities and I have decided to run to raise funds for Bluebell Wood Children's Hospice as it's a charity close to my heart."

If you wish to donate, see my Just Giving page www.justgiving.com/michaelhix

FIRST BUG HOTELS!

Hyndford Quarry Manager Christopher Muffett has come up with the idea of using reclaimed materials from the quarry to create some bug hotels. The purpose of these is that as spring approaches insects and bugs will be attracted to the area helping with breeding and attracting different species.



ROLL OVER BAFTAs...

CEMEX UK's equivalent to the BAFTAs was announced recently as the South Ferriby Team won the annual Thanks For Your Effort award.

Congratulations to the team at the Cement Plant. Special mention goes to Martin Kirk, Sean Brown, Rod Toothill, John McGee, Dave Winter, Stuart Appleyard, Rob Mills, Stuart Robinson, Trevor Gillyett, Russ Baker, Dave Parker, Shaun Fletcher, Philip Stockdale, Luis Fuentes, Duncan Burnham, Philip Baynes-Clark, Martin Shimwell and Sergio Rodriques who were

given the award for their foresight in taking precautions before the flood and their tireless work since to make the site safe and bring it back into operation.

The team had to deal with an unprecedented incident and have shown incredible resilience and concern for the local community with herculean effort over the last year.

Nominations are now open for 2015.

THANKS FOR YOUR EFFORT

THREE NEW LEADERS IN DEVELOPMENT

Three new LIDs (Leaders in Development) have recently started on their career path at CEMEX.

Recruited externally (from left to right), Viktor Gaydor, Adam Poole, and Liam Hare, were all keen to join a global business which offered a diverse development plan across the company.

Traditionally, graduate schemes offer placement within one part of a business. Under the CEMEX scheme, the three LIDs will experience all parts of the business giving them a well rounded "education" in the world



of CEMEX and the opportunity to see which business area they are most interested in.

SIX NEW TRAINEE QUARRY MANAGERS

Our six new trainee Quarry Managers have completed their business familiarisation programme and are about to start a rotation programme visiting a key aggregate site each week. Of the six, three are external candidates with engineering degrees and three are internal with relevant qualifications from within CEMEX.

Following the rotation, the trainees will be based in a business region and will gain the relevant competencies for the quarrying industry.

"This is the first year we have recruited a group of trainees. In the past it has been on an ad hoc basis as the business required additional people. As an ageing industry we need the knowledge and energy of new talent, bringing their ideas and enthusiasm to the job. I am delighted to welcome them to CEMEX," says Rob Doody, UK Operations Director, CEMEX Aggregates.



START SNAPPING NOW!



The Mineral Products Association is launching a photo competition for all Aggs employees. Shots can be of any aspect of nature from sunsets to frogs, on any of our sites. You can enter up to five images from 1MB to 5MB in size and email them individually to MPA at: naturephotos15@mineralproducts.org

The competition is open until 1 September 2015 and photos must have been taken between 1 January 2014 and 31 August 2015. Winners will be announced and showcased at the Restoration and Biodiversity Awards event in October. The first, second and third prizes will be vouchers for photographic equipment to the value of £500, £250 & £100. For further information contact Elizabeth Clements: elizabeth.clements@mineralproducts.org T: 0207 9638000, M: 07775894285

LONG SERVICE AWARDS

45 years of Rust!

Congratulations to **Jim Rust**, Plant and Field Technician, on completing a mammoth 45 years service. Jim started work with us in 1970 and has carried out a number of roles, primarily within the Technical Department. Jim has made a significant contribution at the Lee Tunnel project, collaborating closely with the customer in developing innovative solutions and ensuring product quality.



Tony hits the big 40

Tony Austin has recorded over 40 years service with CEMEX Marine after joining Burry Sand in July 1974 as an Engineer. With support from the company, he progressed to Chief Engineer and during this time he has served on numerous vessels including MV Rhone, Sand Tern, Bowbelle, Sand Kite, Sand Swift, Sand Kestrel, Sand Serin and currently the Welsh Piper.



30 years of sunrises

Dave Rowely, Assistant Manager at Costessey has reached an impressive 30 years service. He pondered his 30 years while capturing some shots of the magnificent sunrises at Costessey.



25 years service

James Nelson joined Hargreaves at High Force Quarry in November 1989 as a Trainee Operative. Over the course of his 25 years service at Middleton Quarry, he has undertaken a variety of jobs including drilling and blasting, fitting, weighbridge operation, and mobile and static plant operation. He can also operate excavators, shovels, dumpers and telehandlers and currently operates the main hard rock static plant.



Congratulations to **Dave Moon**, Assistant Manager at Newbridge Quarry, on hitting 25 years service at Newbridge and Spaunton Quarries. His work has varied considerably from shovel, dumper, excavator, Asphalt mixing, blasting and maintenance, to name a few. He has combined these with the role of Foreman but is now Assistant Manager at Newbridge Quarry, Pickering.

Many congratulations to Master **Tony Surey** for achieving 25 years service with CEMEX UK Marine. Here he is being presented with his award by Director, John Miller.

Tony joined as 2nd Mate in January 1990 but within five years had progressed to the role of Master. He has served on numerous vessels within the fleet but has been Master of the Sand Fulmar since 1998.



John Miller commented, "Within a very short period of time of joining the Company, Tony had made a significant impression." A serving Master noted, "Although Mr Surey has only been with the company two weeks he seems to fit in very well. He is bright, likeable and should prove to be a First Class Officer." How right that Master was!

Congratulations to **Ken Hunter**, Fleet Marine Manager who has achieved 25 years service. Ken was Master of the Sand Heron and Sand Falcon before taking up the position as Fleet Captain in 2003. In 2006 Ken came ashore into his current role. Ken is being congratulated by John Miller, Director Marine Aggregates.



Congratulations to **Hugh Porter** in Asphalt and Paving for reaching this 25-year milestone. He 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 visit the home of Elvis.

15 years service

The Team at Temple Quarry would like to congratulate **Andrew Keddie** on reaching 15 years service for which he received a gift voucher with CEMEX this week.



Congratulations also go to **Andrew Younger** in Asphalt and Paving. Thank you for all your hard work over the years.

David Chisholm, Cambusmore Weighbridge Clerk, completed 15 years service in February. He received his award from Kieran Mackay, Assistant Manager.

Congratulations to **Gary Pell** at Attenborough and Willington Quarry for achieving 15 years of service. Quarry Manager, Vanessa Smithson, presented Gary with his vouchers.



Congratulations to both **Marc O'Rourke** (Fridaythorpe) and **Jon Legge** (Paving Solutions) for achieving 15 years service.

CEMEX'S CAT IN THE HAT...



'The sun did not shine, it was too cold to play...' Ray Darby's very own CEMEX cat in the hat.

GOODBYE AND THANK YOU

Company fitter, **Tony Bolderow**, recently retired from duty after over 45 years serving in Aggregate and Readymix operations.

Julia Sharpe, UK Pensions Manager, retired in early January after 23 years. She now gets to collect hers!



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 endeavours.

His role will be fulfilled by Derek O'Donnell, current Strategic Planning Vice President for the UK.

The Readymix Team bade a fond farewell to **Peter Lingwood**, Senior Engineering Manager, after a 36-year career in the Engineering Department.

Lance Higgs, National Operations Director, paid tribute to Peter's herculean contribution to our business. "During Peter's 36 years working for RMC and CEMEX, he has played a major part in over 240 concrete, aggregate and building products projects. Peter will be greatly missed by colleagues not only for his hard work and his encyclopaedic knowledge, but also for his contribution to making Readymix a safer, more efficient business."



THE OLDEST BATCHER IN TOWN

Ray Darby is the oldest Readymix Batcher in CEMEX UK! At 72 he is still going strong, batching at Rotherham. He can't quite claim the crown for being our oldest employee with three other employees ahead of him. Thanks to Ray for all the years of hard work and for coming to Jesus's roadshow and posing for this picture with Jesus!

Batching is clearly good for you!

