



Welcome to UK News 29<sup>th</sup> July 2015  
your weekly update from around CEMEX UK

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## BEING THE BEST FOR FAMILIES

### One Year LTI Free For Aggs And Asphalt Logistics



Massive congratulations to our Aggs and Asphalt Logistics Teams across the UK for reaching one year LTI free. This is a significant achievement bearing in mind the daily hazards our drivers face. As a result our whole logistics operations are now also 1 year LTI free.

Dave Hart, Director Logistics and Supply Chain, commented: "This is a significant achievement and one in which the whole Team are very proud. It recognises the Team's commitment and dedication to making sure that everyone comes to work safe and then goes home to their families in the same condition. Their leadership, personal passion and focus on being visible and engaging with the drivers and hauliers has contributed towards this milestone. Given the continually changing and challenging working environment, often outside of our direct control, it makes the achievement more impressive."

### 18 Years LTI Free For Avonmouth Wharf



Congratulations to the Team at Avonmouth Wharf - what an achievement! Sergi Montras, Avonmouth Wharf Manager, commented: "I would like to congratulate the Avonmouth Wharf Team. As we all know safety does not have memory and to achieve 18 years with no one being hurt is something that takes a lot of effort from everyone within the Team and something that we should be very proud of."

Sergi added: "We have just had the UK Safety Stand Down where we stopped all the operations at the Wharf for 30 minutes. We discussed how things that we do on a regular basis can go wrong very quickly. We emphasized that now the summer holidays are here we must keep focused and concentrated, and stop, think and act. Avonmouth Team has committed to remain safe, to look after themselves and each other, and to step in whenever they can see something wrong or that does not feel good."



I would like to thank the Avonmouth Team for their support with the whole operation of the Wharf. It is a great Team of people."

### Rail Solutions Win 6th RoSPA Gold Award



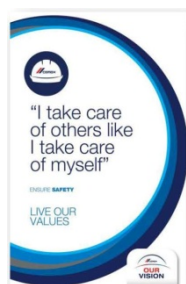
On the 15th July Robert McClurg (left) Machine Operator, and Kieran Brennan (Right) Health and Safety/Training Foreman, were proud to represent Rail Solutions in receiving the Gold Award for Occupational Health and Safety. The Awards Ceremony was held at the Hilton Hotel, NEC Birmingham.

Washwood Heath Plant Manager, Terry Gillooly, said: "This is a fantastic achievement and one that all of Rail Solutions are very proud of. We were delighted when Kieran and Rob agreed to collect

the Award and it is a small thank you to them for all the hard work they put in.

Also a big 'thank you' to Terry Claire (Works Manager at Sommercotes) for his assistance with the presentation."

### CEMEX Global Health & Safety Audit



Thanks to all our Teams who supported the Global Health & Safety audit last week.

Colleagues at Mersey Gateway, Halkyn Quarry, Willington Quarry, Rugby Logistics, Rugby Cement Plant, Fulham Readymix, Chiswick Readymix and Thorpe, along with a number of Senior Managers and members of the Health and Safety Team, were all involved. The Audit was carried out by Alan MacVicar, Vice President Health and Safety for CEMEX USA. Everyone did a great job representing the UK.

In his closing comments at the end of the week Alan commented on the level of enthusiasm and energy demonstrated by everyone and the relentless desire to keep improving.

Thanks go to all the Teams who supported with the visit, representing our operations so well, and demonstrating our commitment to be Best for Families.

### Watch Your Health – Stress



**What causes Stress?** Just about anything can cause stress. Some common problems include - problems at home, death of a partner, divorce, moving home, illness, and financial worries. Problems at work can include - excessive hours, job insecurity, new technology, increased responsibilities and pressures to meet deadlines.

**What are the symptoms?** The effects of stress can take many forms - poor sleep, restlessness, tension, anxiety, frustration, exhaustion, inappropriate aggression, irritability, over or under eating, loss of self esteem, feeling of loneliness or isolation, lack of concentration, palpitations, over stimulation and excitability.



**How can I learn to cope with stress?** All of us are going to hit difficulties in our lives. Some difficulties will seem relatively easy to deal with while others may seem overwhelming. Whatever methods we use to try to cope with our problems our underlying attitudes are likely to be of crucial importance. In other words, stress is part of everyday living and often problems are difficult to deal with but our approach to them can make a difference. Be aware of what causes you stress; learn to recognise your own warning signs, know how much challenge you can cope with, develop coping strategies and ... TAKE ACTION.

To help employees understand stress and for Managers to help support employees who may suffer from stress, a series of briefing documents and assessment tools have been developed by HR and the UK Health and Safety Team. This information will be communicated by the HR/Health & Safety Teams over the coming months through forums and meetings. In the interim the materials can also be found on the [UK Health and Safety CDM pages](#) and the Health Community on Shift.

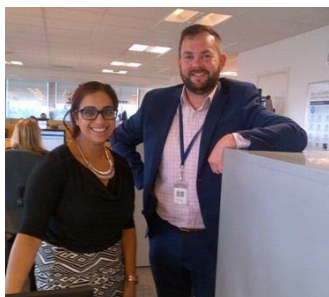
## BEING THE BEST FOR CUSTOMERS

### RCC Service Stations



The RCC Team completed their first venture into service stations this week. They now plan to use their 'live case study' to target key service station operators such as Moto, Welcome Break & Roadchef.

### Southern Region Successful 'Go Live' Completed!



We are pleased to report that on Monday 20th July the Southern Region sales tasks were successfully moved into the new UK Customer Service Centre at Rugby. The transition was smooth and there were no telephone or other communications issues.

Pictured here are Greg and Sienna in the new CSC. Sienna is a Sales Agent for Cluster 24 and previously worked for Santander. Tamsin Rodriguez, Customer Service Manager for Readymix, takes up the story:

"The first week was a stabilisation period when we ensured that the running of the Sales Office was established and any immediate issues were ironed out. I am pleased to report that this was achieved in full in Week 1.

'Getting it Right First Time' is really important as it saves a lot of time correcting errors later.

There was a noticeable increase in activity in the Rugby CSC after 'Southern Go Live'. With a significant increase in sales calls and cash sales enquires the Teams were 'flat out'. There has also been a significant increase in tender enquiries, some of which are unprocessed backlog and beyond the customer deadline."



## First Permaflo Trials Delivered To Happy Customer



Good progress was made this week with the development of our pervious concrete solution - Permaflo. Following technology transfer from the CRG, UK specific laboratory development and some initial plant trials, a site trial was conducted with Buckingham Group Contracting. 12m<sup>3</sup> of Permaflo was supplied out of Ryall Plant for use in a full drainage system at Bromsgrove Train Station redevelopment.

The trials were a great success with Phil Stewardson of Buckingham Group describing it as 'a great looking product that looks ideal for the application'.

Following confirmation of permeability through site testing next week, Buckingham Group have confirmed they are ready to place an order. The Submissions Team have finalised branding for Permaflo and helped enormously with progressing marketing information ready for a full external launch later this year.

Thanks to everyone involved in the trials and marketing, Peter Hember and Cluster 16 for accommodating the trials late in the day following a busy pour; Russell Blair for batching and putting up with us all day; IHCs Andrew Middleton and Adam Hawkins; Gilbert Morgan and John Shrimpton for technical support; and Simon Morris for promoting Permaflo and working closely with the customer to make it all happen. Also thanks to James Fairclough for the continued support with marketing and brand development. Well done all and thanks again.

There will be an internal launch soon with information on the essential characteristics of Permaflo, applications etc. for use in promotion. Until then, should an opportunity arise please feel free to get in touch with Mike Higgins (National Technical Manager, Southam) and we can work through options. A dialogue has also begun with Building Products and the Aggregates business on how we can capture greater value out of these jobs by offering the full materials package.

## BEING THE BEST FOR SHAREHOLDERS

### MPA Lobby Government On Volumetric Crackdown



The industry's leading concrete group the MPA has urged the Government to start an immediate crackdown on the 700 volumetric concrete mixers using Britain's roads. At present volumetric trucks can operate outside of the normal HGV regulations imposed on standard ready-mixed truckmixers. This is because of a loophole that classifies the vehicles as engineering plant rather than HGVs.

The latest CEMEX volumetric trucks fully comply with HGV regulations. It means no-compliant vehicles are free to operate to weights 50% higher than equivalent HGVs; drivers are not subject to strict hours limits and are not required to have HGV driving licences.

The latest call comes as the Government launches a review into improving road safety for cyclists.



Already campaigners are putting the Government under pressure to ban HGVs during rush hour periods in major cities. Presently under-regulated volumetric concrete trucks account for 10% of deliveries or around 5 million tonnes of concrete.

In a report to Roads Minister Andrew Jones, Nigel Jackson, Chief Executive of the Mineral Products Association, said: "Both ready-mixed concrete truckmixers and volumetric concrete mixers are HGVs operating on public roads and should be subject to the same regulations as any HGV."

He added: "At a time when the construction supply chain is heavily engaged in initiatives to improve road safety, particularly for vulnerable road users such as cyclists, it is simply indefensible for Government not to regulate as a matter of urgency."

Leaders of the Batched on Site Association said that up to 3,150 jobs could be lost if the changes are made. Chairman, Chris Smith, said: "We have serious concerns about the Government's current consideration to reduce the operating weight of these machines to 32 tonnes. This would significantly reduce capabilities to the point of putting the majority of operators out of business, threatening a £210m sector of the UK economy that has grown even in spite of the recession, and currently accounts for an estimated 3,150 jobs. We welcome the proposal to improve the safety of the sector by implementing mandatory annual tests and routine inspections, something which the BSA's members have been voluntarily carrying out."

The debate continues...

## BEING THE BEST FOR COMMUNITIES

### Washwood Heath Lend-A-Hand



Washwood Heath Rail Solutions have just completed a 4 day Lend-A-Hand at Ward End Primary School in Birmingham.

Over the 4 days there were 30 Team members rotating to carry all out the ground works required. This is the second year the Team have visited Ward End Primary and it was good to carry on the good work they started last year.

Plant Manager, Terry Gillooly, said: "It was great to go back to Ward End Primary and the Team really enjoyed their day away from the factory. We were delighted to be joined by Lucy Forster, HR Business Partner, for one of the days."

### Join Team RoadPeace



2015 sees the biggest Team yet of RoadPeace runners taking part in the Royal Parks Half Marathon - and there are still a few places left! The RoadPeace Team sent us the following information to see if any CEMEX runners would like to take part:

This beautiful Autumnal Half Marathon takes runners past some of the most iconic landmarks in London including Big Ben and Buckingham Palace - as well as through London's Royal Parks. There is more information about the event here: <http://royalparkshalf.com/>



As well as being part of Team RoadPeace you will be provided with a RoadPeace branded running shirt and goody bag, as well as tips to help you reach your fundraising target! They will also be there to cheer you on, as well as celebrate with you afterwards in the Charity area.

What you need to know:

- The event takes place on Sunday 11th October
- You can secure your place with a £50 entry fee (if you are entering as part of a Team we will give you a discount on your entry fee)
- They ask runners to pledge to raise a minimum of £500

### Why RoadPeace?

RoadPeace is the national charity for road crash victims. They help families after road death and injury with support and information at a time of crisis but are a small charity fighting a big problem - with over 5 people killed and more than 60 people seriously injured every day on our roads. With no statutory funding they rely on members support to help fund their vital work - by taking part in a sponsored event you are directly helping them to help others. Thank you!

### Reserve your Place

To register your interest please contact Rhian on [info@roadpeace.org](mailto:info@roadpeace.org). Public places on the event are sold out and their remaining places are filling fast. All runners need to be registered by 21 August so please don't delay - get in touch today!

They hope to welcome you onto Team RoadPeace this Autumn!

With grateful thanks from the RoadPeace Team

PS If a 10K is more your kind of event then they also have some places in the Run to the Beat 10K which is taking place in Wembley on 13th September - do get in touch!

## BEING THE BEST FOR EMPLOYEES

### ETHOSline - Living Our Values



ETHOSline is our confidential line for employees, stakeholders and the general public which allows you to send comments, request advice, submit complaints and report any possible violations. Please publicise this using the poster in the download section of UK News. The line is open 24/7 and is totally confidential:

Online: [www.tnwgrc.com/cemex](http://www.tnwgrc.com/cemex)

Telephone: 0808 234 0792

Email: [cemex@tnwinc.com](mailto:cemex@tnwinc.com)



## The Three Amigos.....



1975 was a good year as Terry Moran, Alan Burgess and Rob Chidlow all joined the company.... and are still here 40 years on!

Terry celebrated his 40 years in April but has joined his Packing Plant colleagues for the photo.

Alan and Rob reached their 40 years this month. Alan started his career at Southam's garage as an HGV fitter before transferring to Rugby's packing plant in 1998. Rob has always been based at Rugby but has worked in the cement milling area as well as the packing plant.

Congratulations and thank you to you all.

## Something Fishy at Washwood Heath...



Washwood Heath Rail Solutions recently held a fishing day at Packington Fisheries in Birmingham. Around 20 of the Team attended the day, along with some other family members.

The day started with breakfast being provided and then 5 hours fishing. Derek Mullen (Maintenance Supervisor) won the contest by catching 31lb of fish. That will take some cooking!!

Plant Manager, Terry Gillooly, said: "A few members of the Team asked if it would possible to arrange a day fishing as we have a few keen fishermen on site. We are always keen to promote Team events and we were happy to oblige."

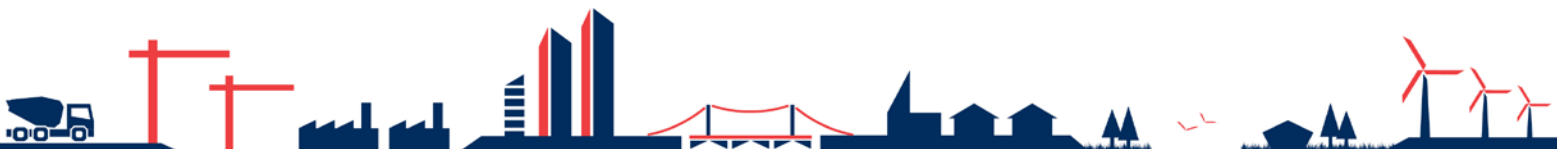
Pictured is Thomas Lytton (son of Plant Supervisor, Kevin Lytton) presenting Derek with his trophy.

## Heather Hits 25 Years



Congratulations to Heather Wiseman for reaching **25 years service** with our Aggs and Asphalt business. Garry Gregory comments:

"This is a great achievement and reaching this milestone demonstrates your loyalty and commitment to the company. Thank you for this and also for your ongoing hard work, support and contribution to CEMEX."



## Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
227-07-2015	Wharf Operative/Weighbridge - Nights	Aggregates Southern	Northfleet Wharf	21/08/2015
228-07-2015	Quarry Operative/Weighbridge	Aggregates Southern	Denge Quarry	21/08/2015
229-07-2015	Quarry Operative	Aggregates Scotland	Cambusmore Quarry	31/07/2015
230-07-2015	Quarry Operative	Aggregates Scotland	Hyndford Quarry	31/07/2015
231-07-2015	Logistics Planner	Cement	Rugby Office	07/08/2015
232-07-2015	Assistant Quarry Manager	Aggregates Southern	Hamer Warren	14/08/2015

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.



**UKNEWS IS HAVING A SUMMER BREAK SO THE NEXT FULL EDITION WILL BE ON THE 9TH SEPTEMBER. THERE WILL BE A COUPLE OF SUMMER SPECIALS DURING AUGUST. ENJOY YOUR SUMMER.**

**We would love to hear from you for the next edition**

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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.



