



Welcome to UK News 9 September 2015
your weekly update from around CEMEX UK

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BEING THE BEST FOR FAMILIES

Step back to be able to step-in



The first Health and Safety Day training for the 2015/16 programme took place last week in the South West region at Eastwood Park near Wickwar Quarry.

Different from the last 2 years, the training sessions are run in smaller groups of around 40 and over 2015 and 2016. There will be approximately 50 sessions run by training organisation, Keystone. The smaller group allows everyone to get involved and contribute.

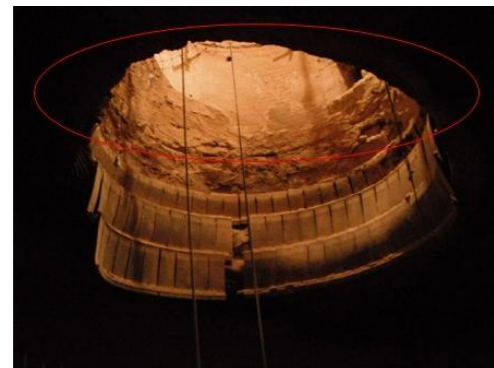
“It was a rewarding day and great to see colleagues from every part of the business, plus people from 3 of our contractors. It’s definitely worth spending the time to see the “ripples” created when “Captain Safety” Arthur tries to get contractor Dean to put on his PPE,” comments Andy Taylor, Health and Safety Director.

In October sessions will be held in the North East and then Midlands in November. Details will be in UK News, be sure to book!

Rugby Plant’s outstanding commitment to H&S



Rugby Cement Plant’s kiln shutdown was completed during June and the first week of July. Phil Baynes-Clarke, the Plant Director, wants to thank everyone involved for the hard work and efforts to restore the kiln to operation. The next major kiln overhaul is scheduled for January 2017.



Some interesting facts about the recent shutdown:-

1	Lost time injury
12	First aid treatments
40	Different companies involved
300	Workers on site daily
316	Tonnes refractory used
400	Major tasks completed
795	Contractors inducted
40,500	Refractory bricks installed
175,000	Man hours worked
£8 million	Spend

The scope was significant but necessary to ensure the plant can successfully operate the kiln line through to 2017. The medium term goal is to overhaul the kiln every two years.

During the shutdown, the site is transformed and becomes a massive construction site, with many higher risk activities taking place daily. The safety of everyone on-site is the primary focus and a recognition scheme was introduced to acknowledge the contribution of individuals. The nominations were reviewed by a panel and the awards were announced by Philip Baynes-Clarke (Rugby Plant Director) on Friday 14th August during an award presentation. Congratulations to the winners.....

CEMEX Workforce	CEMEX Supervisors	Contractors
1. Neville Jones	1. Vicente March	1. Simon Sippits & Justin Knight
2. Simon Winship	2. Lee Marriott	2. Keith Jaggard
3. Steve Evans	3. Ian McGregor	3. Lee Jefferies, Art Baker & Anthony Astill
Paul Ingham & Jamie Colledge	Graham Long, Chris Neale & Stuart McGregor	Craig Burns, Adam Cotton, Warren

In addition, during the shutdown over 100 canteen vouchers were issued as a small “thank you” to employees or contractors who stepped in to help ensure accidents were avoided.

The contract companies were also monitored for good performance, using a defined scoring matrix. The companies have proved that they and their staff are putting health and safety at the top of their priorities. Well done to all companies who participated and thank you to Total Plant Solutions, South East Arc and H&T.

Keith Jaggard, owner of Total Plant Solutions who won 1st place said *“We are incredibly proud of this achievement. With a great amount of help and guidance from CEMEX over the years, we have evolved our processes which have been integral to our high performance and safety levels that we now achieving.”*

Philip Baynes-Clarke commented “The shutdown is the most significant activity in our calendar and the sheer scope demands a lot of everyone on-site. Thank you to all involved!! We still have work ahead in order to ensure we achieve our goal of zero accidents but I am confident we can do it. The collaboration and determination noted during the shutdown was excellent – thank you to all involved for putting safety first. I would especially like to congratulate the winners for their contribution and I know many others deserve a thank you as well. Please remember that the greatest reward of all is to go home safe and well to our families at the end of every day!”



Childrens posters remind Washwood Heath to stay safe.



CEMEX Rail Solutions Washwood Heath have been running a children's safety poster competition for the last 4 weeks. During this time they had 26 entries with the winners being announced at the Family Safety Day held on 31 August. Due to the high quality of all the posters they could not pick one winner so all the children won a voucher! These posters are now displayed around the factory and welfare facilities.

Plant Manager Terry Gillooly said: "I was absolutely delighted with the response to the competition and it was impossible to choose a winner due to the excellent

pictures drawn by all the children. We have put all the pictures around the factory as a reminder to all of our team why we must look out for each other and return home safely."

Stay vigilant – a TRI can easily become an LTI...



Although our record for LTI's this year remains good we had our second TRI in as many weeks this week. We need to remain vigilant as it's easy for a TRI to become an LTI. Jesus Gonzalez asks us all to: "Please use these TRI's as an learning opportunity to make our sites safer as well as an opportunity to send a strong message about how important is to stay vigilant and alert as any relaxation can very fast lead to an incident." Zero incidents is our target and zero is possible.

LTI free congratulations to....



The team in Admixtures who have reached 14 years lost time injury free.

Tilbury double congratulations!



The team at Tilbury have double cause for celebration. They have achieved 7 years lost time injury free - this equates to a whopping 340,200 man hours – and they have successfully completed their 18001 audit with no non-conformities. A huge "well done" to the team who continue to demonstrate that we can achieve ZERO injuries.

Martin Langvaad, VP Cement Operations and Technology Northern Europe congratulated the team: "You are a fantastic team and what



you have reached is simply a super performance for which I would like to say thank you very much. I can't wait to congratulate you on 8, 9 and even more years! Please celebrate and enjoy, but also please stay vigilant and alert as any relaxation can very fast lead to an incident. So please continue your performance in this field and take the leadership as usual to ensure all people in and on the plant are safe at all times."

BEING THE BEST FOR CUSTOMERS

Last pour for Lee Tunnel



August saw the completion of not only the last Slipform but also the last Annulus Pour from the Lee Tunnel site plants. August saw the plants complete the last Slipform supplying 4,433 5m³ to the Abbey Mill Section of the contract and 3,441 6m³ for the last Annulus pour also at Abbey Mills.

The site plants continued working last week emptying out stocks on site and planning the removal of the plants as the contract comes to a close. We are switching supply of the final volume for this contract to London Region once the site plants are decommissioned and removed and Matthew Yaxley, Readymix Cluster Manager, would like to thank them in advance for their help and assistance completing this contract which started back in 2010.

Matthew added: "I would like to thank everybody involved from within the Site and Cluster teams including London Region, the IHC's and all the Supply Chain ensuring a consistent supply of materials and trucks throughout both the recent pours."

Linde Engineer wins Rail Solutions first Contractor Recognition Award



After seeing Readymix roll out the Contractor Recognition scheme Rail Solutions at Washwood Heath adopted the idea. Alex Wilson, a Linde engineer from the local West Bromwich depot has received the first award. Alex not only shows excellent customer focus but his attitude to Health & Safety is exceptional. The CEMEX 'Partner in Safety Award' was presented to Alex by Kieran Brennan (HS Foreman).

Alex has been attending call-out breakdowns and servicing of the sites 6 fork lift trucks for some time, and has always had a proactive approach to personal safety and the safety of others.

Plant Manager, Terry Gillooly said: "We thought the idea from our colleagues in Readymix was excellent and one we were keen to use. Alex is a worthy first winner of the award."



BEING THE BEST FOR SHAREHOLDERS

Business minister meets CEMEX UK



CEMEX UK colleagues, lead by Phil Baynes-Clarke, Plant Director, welcomed Business Minister Anna Soubry to Rugby cement plant, the largest cement plant in the UK.

The visit was at the invitation of the Mineral Products Association (MPA) to look at and review the contribution that energy-intensive industries, such as cement production, make to the UK economy. In 2014, 11 million tonnes of cement were produced in the Great Britain with the majority going into concrete for the production of homes, schools, hospitals, roads and infrastructure.

Business Minister Anna Soubry said: "As one of the most modern facilities of its kind in the world, CEMEX in Rugby is going from strength to strength supporting jobs and maintaining the great tradition of the industry in this city. We have a long term plan for this region to become an Engine for Growth and companies like this will help the Midlands to lead the way."

Phil Baynes-Clarke, said: "We are delighted to welcome the Minister to the plant and have the opportunity to discuss cement production in the UK. The industry welcomes the Government's announcement of the new Cutting Red Tape programme and the current review of regulations affecting mineral extraction.

"Cement is a vital product, underpinning construction activity that is helping to drive forward the UK economy and building a better future for all."

Ms Soubry and her team were also accompanied on the plant visit by Martin Casey, CEMEX UK Director Public Affairs and Communications, Andy Spencer CEMEX UK Director of Sustainability and Security and Dr Pal Chana, Executive Director Cement & Lime, MPA.

BEING THE BEST FOR COMMUNITIES

North East Aggregates get digging



Members of the Quarry Management, Sales, Estates, Technical and Logistics team came together to support the RSPB at their Saltholme nature reserve. A 10m long 1.2m deep trench needed digging through

heavy clay to enable a balancing pipe to be laid between two adjoining ponds to allow water levels to be controlled for nesting birds. It was hard work on a hot day but the team commented that it was very enjoyable and an excellent team building event. However, next time they said they will take a mini digger and not spades!!



Earlier in July the assistant quarry managers attended a similar event with RSPB volunteers pulling thistles to control weed growth. It was not as easy as it sounds covering large areas of land but rewarding to see the areas cleared of weeds.

Parliamentary World Cup and the Rugby World Cup



As the Rugby Union fans amongst you will know, the Rugby World Cup kicks off on Friday, September 18th with England the hosts taking on Fiji at Twickenham.

On Sunday, September 13th, the Parliamentary World Cup (PWC) kicks off at the home of rugby, Rugby School. The local MP, Mark Pawsey, is organising the event which will involve Parliamentarians from many of the countries competing in the World Cup proper. The first round of matches take place at the school with the second and third rounds being played at Richmond in West London.

As one of the sponsors of the Parliamentary World Cup, we have a limited number of tickets for the first day of this event next Sunday at Rugby School. Admission is by ticket only and so if you would like to attend, please contact Ian Southcott (07702 918494) - first come, first served!

As far as the Rugby World Cup (RWC) proper is concerned, CEMEX is supporting Rugby Borough Council's initiative that makes the town of Rugby an official RWC venue even though it will not actually host any of the games. This is, of course, due to the town's historic connection with the game.

The Borough Council are creating a Fanzone which, on non-match days, will be hosting a wide variety of events. The Festival of Rugby Guide is widely available and copies are held on reception at CEMEX House. During the six weeks of the tournament, the Fanzone will also be used for an educational programme which will involve something like 2,500 children from the Borough. CEMEX is sponsoring this educational extravaganza as part of our commitment of Being the Best for Communities.

850 football pitches of land preserved for nature by CEMEX UK



Cement production, quarrying and batching concrete don't seem likely 'bed fellows' with nature. But this month, CEMEX UK announced that it had created 606 hectares of conservation habitat, equivalent to more than 850 football pitches, to encourage wildlife on its land.

We launched a Biodiversity Strategy in partnership with the Royal Society for the Protection of Birds (RSPB) in 2010 and made a commitment to create 100 hectares a year to give nature a home. This target has been well exceeded with 660 hectares produced in 5 years and has resulted in some rare and endangered species, as well as the more common species, making their homes on CEMEX land.

The Small Blue butterfly has started to flourish, saved from the brink of extinction, with five new colonies established at Southam and Rugby cement sites. The fast-declining Turtle Dove which has decreased by 95% since 1970 in the UK, is being given a chance through land around three of CEMEX's quarries being seeded with a special flower mix to provide the bird with its ideal food.

It's not only rare species but ones that are thought of as everyday such as the 'cockney' House Sparrow. Colleagues at sites throughout London have been involved in putting up special feeding



boxes, sowing wildflowers for food and monitoring the population around them. Surprisingly, House Sparrows too are on the decline with almost 70% decrease in the last 20 years.

On a larger scale, quarry restoration gives an opportunity to deliver significant priority habitats. For example, Rugeley Quarry close to Cannock Chase in the Midlands is gradually being restored after quarrying sand and gravel that has been used in local construction projects. Working with the RSPB, the land will deliver substantial heathland mosaic habitat and a wonderful area for the community to see nature at home.

Rob Doody, CEMEX UK Aggregates Operations Director “The creation of biodiversity habitats is an important part of nature conservation for us. It’s a balance between providing the building materials that we all want and need to build homes, hospitals, schools, roads and much more and the impact on the natural world around us. We own over 4000 hectares of land in this country which, in partnership with the RSPB, gives us a great opportunity to enhance the natural environment.”

Sam Tarrant, who leads on CEMEX’s partnership with the RSPB comments “CEMEX has achieved a great deal for nature over the last 5 years. Businesses are now playing an ever important role in delivering biodiversity conservation. We are delighted to be working with CEMEX helping to give nature a home.”

BEING THE BEST FOR EMPLOYEES

Life at Cemex - what do you think? Fill in an Engagement Survey to have your say



This week saw the launch of our employee engagement survey. The process is completely anonymous and takes about 20 minutes. The information is used to see how we are doing in terms of your engagement with CEMEX.

The survey has been sent to you either by email or paper. All the results will be consolidated provided they are returned on time. Your response needs to be in by the **18th September 2015** for it to count.

Jesus Gonzalez commented in a message to all employees: “I personally take the results very seriously and I hope that you have seen improvements to our work environment over recent years following the feedback you gave us last time round. Many of the steps we have taken have been captured in the “Voices into action Posters” so please take a look at these and also the latest CEMExpress sent to your home.

All the new steps that we take to improve life at CEMEX are as a result of the feedback you give us and I want to say thank you for that.

As you can imagine we cannot tackle all the areas of improvement at once. Therefore I need your support to help me prioritise what we work on first. To help with this please avoid using the response “Neither Agree or Disagree” if you can, because this answer does not give me a clear direction on how you feel about a particular issue.

I’m very happy to confirm that we will make a £1 per survey donation to charity for every survey response (we will split this between Help for Heroes, RSPB and NSPCC) as a thank you for making your voice heard.



Naturally when we have the results we will communicate again and take the next positive step in making CEMEX the company we all want it to be.”

Thanks for your ‘100 mile round trip’ Effort Dave!



Dave Kaye, Team Leader at Sheffield Readymix is winner of the August Thanks for your Effort Award.

Dave showed amazing dedication to keeping the customer served. Roger Taylor takes up the story:

“The isolator key for the loading shovel broke at our Goole plant around 16:00 on the afternoon of Friday the 14th August, which was lucky in one way because we had just completed all the days work. The problem was the Saturday morning was busy and the bins are shovel fed which meant we had no way of filling them.

Dave Kaye jumped into action and went to fetch the spare key which was at our Preston Brook office 100 miles away!

Dave got home at 22:00 even though he had started work at 06:00, the work went out on Saturday morning as promised and the customer knew nothing of the issues we had gone through to ensure we gave excellent customer service.”

Well done and thanks for your effort Dave.

Thanks for your Effort nominees



Dave Kaye isn't the only one who has been going the extra 100 miles this month for our business, also nominated were:

Lucy Birch – National Sales Admin Team Leader RMX in Rugby. Lucy has worked tirelessly to reduce a backlog of invoice queries worth £200k down to £40k. She has remained calm, pleasant and extremely helpful.

Marcus Bedford – Team Leader RMX and Mortars Leeds. Marcus stayed behind until 9pm after work one day to help fix a gearbox on the plants feed conveyor without it the plant couldn't serve its customers the next day.

John Parker – Regional Fleet and Maintenance Manager RMX NE – John stepped in on an VFL when two sheeters in a mobile elevated work platform (MEWP) hadn't clipped their harnesses into the basket of the MEWP. They assured him they wouldn't be so stupid again. John then checked on them half an hour later and both had unclipped themselves. John immediately banned them off site and contacted their line manager. Even though it put the job back this could have stopped a fatality or serious injury.

Brian Goldsmith, Tony Coleman, Andrew Gibson, T Jennings, S Ebbelwhite and all the IHC's – RMX Hartlepool – The team had a very challenging pour as numerous issues threatened to stop the pour, But everyone involved resolved any issues thrown at them and kept the customer informed.



Together they completed the pour through sheer determination and collaboration and were still in a good mood at the end of the day.

Andrew Chennells – RMX shipper – Mortar and Screed Southern – Andrew received glowing feedback from a customer who talked at length of how Andrew was proactive calling the customer regularly to keep them updated and even to offer delivery slots on days when other customers had cancelled helping speed up their programme.

Luke Corbett – RMX IHC – London – whilst delivering to a site Luke noticed an inexperienced person driving a dumper truck, he stepped in and refused to let the driver unload his vehicle. The site manager thanked Luke for bringing this to his attention. Luke also called the main CEMEX office to ask for an email to be sent to all drivers so they could be extra vigilant on this site.

Martin Vann – RMX London – After the break down of a pulley at the RMX plant in Whisby, Martin was helping fix it on a Saturday. the part wouldn't arrive in time so Martin arranged for it to be delivered to his home address at 4pm and then went into the plant on Sunday morning to fit the pulley so the plant was ready for production on the Monday.

Thank you to all of these people for going the extra mile to keep our business on track. We have some truly great people working with us!

Robert Fulton completes 25 years service



Congratulations to Robert Fulton who has completed 25 years service. Garry Gregory, Asphalt & Paving Solutions Director, would like to congratulate Robert on this great achievement and commented: "This demonstrates great commitment and loyalty – well done and thanks Robert – your support is appreciated."

25 years for Ginny



Congratulations to Virginia Flek who achieves her 25 year service award this month.

Ginny joined RMC in 1990 from the Consultant civil engineers, Charles Haswells, as an assistant surveyor. In her early career with RMC she went on to get qualifications in Civil Engineering, Surveying, Concrete Technology and NEBS.

From her starting with geological services as a surveyor, she has also worked as a readymix technical manager, specification sales manager before spending the last 10 years with CEMEX Admixtures. Well done Gin!

Face paints and inflatables...Washwood Heath's Family Fun Day



CEMEX Rail Solutions at Washwood Heath held their family fun day on Monday 31st August. It was attended by employees and family members and 130 people turned up. Although the weather was not great, all who attended had a great time with face painting,



a children's entertainer, DJ, cricket, football, bouncy castle and bubble football.

Plant Manager Terry Gillooly said: "These days are very important, it allows us to show how much we appreciate the hard work and dedication from our team throughout the year. The weather was not great, but it certainly did not get in the way of everyone having a fantastic time."

Happy retirement John



John Ridings, Production Foreman, has retired after 25 years service at Rail Solutions Washwood Heath. John has worked at the factory since it opened and started as an operative on September 4th 1990. Over the years he has carried out every job in the factory.

Plant Manager Terry Gillooly said, "John will be sorely missed by everyone on site, we wish him well to spend more time with Sandra his wife and the rest of his family." He was presented with a fishing pole by Kevin Lytton, plant supervisor.

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
259-09-2015	Plant Supervisor	Readymix Northern	Bedlington Plant	16/09/2015
261-09-2015	National Sales Administrator	National Sales Admin	Rugby	17/09/2015
262-09-2015	Relief Plant Supervisor	Readymix Northern	South Yorkshire	17/09/2015
263-09-2015	Plant Manager	Readymix Central	Heanor Plant	18/09/2015
264-09-2015	Plant Manager	Readymix Central	Louth Plant	18/09/2015
265-09-2015	Wharf Supervisor	Mersey Sand Suppliers	Bramely Moore Wharf, Liverpool	18/09/2015
266-09-2015	Logistics Support – Fleet & Maintenance Clerk	Logistics	Rugby Office	14/09/2015

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.



