

READYMIX CLOSES ALL PLANTS



Nothing gets in the way of safety. This was the message that the whole of the UK Readymix business got loud and clear on Monday 13th July when the whole business shut for 90 minutes. Everyone involved in RMX was given a teleconf to launch the session and a manager went to every plant to give the H&S talk and show the new H&S video.

Customers were informed of the planned shutdown through letters and social media.

With a tragic nine deaths around the world in CEMEX globally in June, we cannot afford to be complacent about safety. Ours is a dangerous industry and it is up to us to make sure everyone goes home safely every day.

WHY THE SHUT-DOWN?

"It is a major decision to close every plant, even for 90 minutes. We want to get everyone in our business to have the confidence to step-in and save incidents happening. In such a potentially hazardous industry, it is essential that everyone is on the alert for any unsafe practices or behaviour, after all, staying safe

has no memory! We may have had no incidents today but we want no incidents tomorrow or the day after tomorrow. We want everyone to go home safe at the end of the day to their families and friends."

Lance Higgs
National Operations Director, CEMEX Readymix



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Welcome to this edition of CEMEXpress. As you can see by our lead story, health and safety remains our highest priority here in the UK. I am pleased to say that due to the launch of our new global values, ensuring safety is now our global number one priority too.

Our focus on customer service also continues and I am delighted

that we have opened a brand new Readymix plant in Leeds to serve that market better. Andy Ralph and the team are rightfully proud of their new plant!

Financially our aim remains the same – to target safely 100 million OCF this year – with the longer term aim of hitting our CVA + target by the end of 2016. We have a long way to go until we meet that challenge, but I know that every part of the UK business is working its hardest to get there.

Thank you for all your hard work for the first half of the year. Let's keep up the momentum for the second half.

I also hope that all of you will fill in the next engagement survey due out at

the beginning of September. It really is your chance to tell me and the global board what you think of your work life. I hope that you all feel that there have been some improvements over the last two years. We know not everything is sorted out yet but we are all on a journey together.

Enjoy your summer, hopefully with some time off with friends and family. Stay safe.



Jesus Gonzalez
UK Country President

GLOBAL RECOGNITION FOR OUR HEALTH & SAFETY PASSION



Huge congratulations to all our Teams who won global CEMEX Health & Safety awards. The awards were presented this week by Jesus at our new Leeds RMX Plant as follows:

Aggs:

- Dove Holes – Most improved
- Tim Kearney – Individual recognition

Cement:

- Rugby Cement Plant – Most improved

Concrete:

- Readymix London Region – Most improved
- Individual recognition – Nigel Bateman
- Readymix Northern – Best
- Mark Renshaw – Individual recognition

Others:

- Paving Solutions – Best
- Rail Solutions – Most improved
- Terry Gillooly – Individual recognition

Road transportation:

- Cement logistics – Best
- Alan Flippance – Individual recognition



RoSPA AND FORS RECOGNITION

Our Ash operations have been recognised in the RoSPA Awards with an Order of Distinction following 15 years of consecutive Gold Awards and UK Logistics have retained their Gold accreditation in the Freight Operator Recognition Scheme (FORS) in the recertification programme. A true commitment to being Best for Families.

MOBILES... A MATTER OF COMMON SENSE

Think before you talk! Outgoing calls should be planned for a time when you are not driving. Pull over and park in a safe and appropriate place.

Use these guidelines:

- If it isn't urgent don't make the call
- If you need to make a call, pull over into a safe place
- If it is absolutely necessary to make or take a hands-free call, keep the call short and always put driving conditions first
- If you call someone and they tell you they are driving, ask them to call you back when they have parked safely or when not driving

Remember, it is always OK to turn down a call because you are driving – whoever it is calling. Why not



change your voicemail message to reflect this. A message to say you are driving and will call back is all that is necessary.

LTI FREE NEWS



Congratulations to **Tony, Alec, Marc, Phil, Robert** and **John** at **Kilbarchan** for this fantastic achievement. It shows that with the right focus and effort that long term **ZERO** is possible.

The **Kensworth Quarry Team** has reached six years. Well done and carry on your commitment to keeping each other safe

It is pleasing to report that the **Logistics operations in Scotland** and **CEMEX Rail Solutions** have reached **eight years** and **three years** respectively. These are significant achievements and congratulations go to the teams for looking after themselves and each other and for demonstrating their commitment to being Best for Families.

Garry Gregory, Asphalt & Paving Solutions Director, would like to congratulate **Paving Solutions Northern Business** for achieving four years.

However, we have just suffered a TRI in our Northern business and, while it is great we have achieved the LTI-free milestone, suffering the TRI should be a reminder to us all that safety has no memory.

CEMEX Marine's **Welsh Piper** has reached 11 years.



Readymix Northern Cluster 7 has achieved six years.

Congratulations go to the Team in **Readymix Cluster 3 North East**, for reaching three years and helping the whole of the **Readymix Northern Region** reach the same milestone.

The Lincoln Paving Solutions Team recently achieved eight years. This is a great achievement and shows that with great teamwork and the attitude of looking after themselves and each other, we can operate safely in changing environments.

These long term LTI-free achievements remind us that it is possible to maintain **ZERO** injuries in the workplace through effective Health and Safety leadership and engagement. Hopefully, through their sustained effort, the teams can continue to build on these successes.

READYMIX NORTHERN LIFT 2014 SAFETY SWORD!



Congratulations to Readymix Northern for winning the 2014 Safety Sword. Craig Williamson and John Parker proudly received the sword from Jesus at the new Leeds RMX Plant.

PEDOMETER CHALLENGE 2015 – ONE STEP AWAY!

The final results of the 2015 Pedometer Challenge are in and it looks as though we fell just short of the challenge.

On a positive note, each week the steps per person rose reaching a staggering average of 10,965 during the fourth week.

The final Team winners were **Dove Weighbridge Walkers** who averaged 20,180 steps per person per day and the individual winner this year was **Paul Richards** of the **Eco Warriors** who averaged an amazing 33,060 steps per day.

Well done to everyone who took part and a particular thanks to the Team Captains who helped to collate the results. Those Teams that were raising money for charity can now apply for contributory funding from CEMEX based on the steps achieved and money raised.

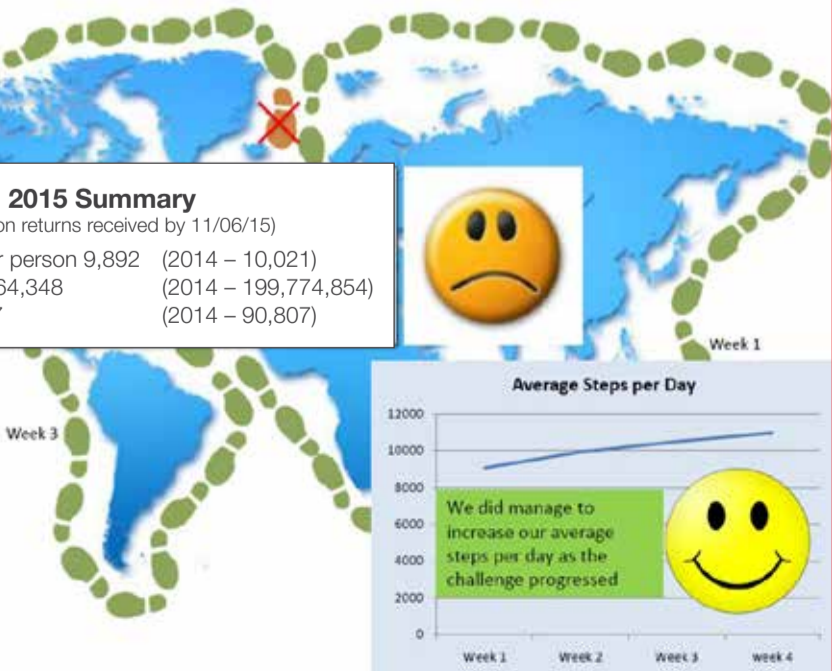
Completed Steps
Waypoints / Finish



2015 Target for Team CEMEX

196,280,000 million steps or 89,218 miles (adjusted after removing zero returns)

2015 Summary	
(Based on returns received by 11/06/15)	
Average steps per person	9,892 (2014 – 10,021)
Total steps	194,164,348 (2014 – 199,774,854)
Total miles	88,257 (2014 – 90,807)



ANOTHER PIECE IN THE CEMEX JIGSAW



Not to be confused with Battersea Power Station, the 'Chelsea Monster' as it's known, has no reason to feel pushed aside. This disused coal and later oil-fired power station was



We are currently supplying PJ Careys, who are contracted to convert the station into shops, restaurants, apartments and additional buildings including two skyscrapers. Earlier this year we carried out a 2,000m³ continuous pour for the base for one of the skyscrapers.

Paul Rosie, Commercial Manager for Aggs and Asphalt, commented, "Well done to all concerned. Hopefully, this is another piece in the jigsaw that will set us apart from our competitors and make us the Best."



Well done George! We have now been asked to supply the next section of the work... at night of course!

A photograph of two men standing indoors. The man on the left is older, with a mustache, wearing a bright yellow high-visibility vest over an orange shirt. The man on the right is younger, with dark hair, wearing a black shirt and an orange high-visibility vest with reflective silver stripes. He has sunglasses hanging from his shirt. They are standing in front of a wall covered with various notices, including a large map and several smaller posters.

Pictured are Allan (L) and Craig Wood (R).



Les Luxon, Local Asphalt Business Manager

A person wearing a full-body banana costume, standing against a purple background. The costume is bright yellow with a brown stem and a small brown spot near the top. The person's face is visible through a circular opening in the costume.

Going that extra mile for our customers is key in making us the Best."

(Bletchley) who suffered an accident at work three years ago and talked about the ensuing consequences. There was also an external speaker (Jamie Andrew) who gripped the audience with a talk about a mountaineering accident he suffered and despite losing his hands and feet, he described the journey to being able to walk, ski and climb a mountain again. His talk was about setting challenges every day to do more or be better, which tied in with the conference theme.” The conference was also used to launch their five new value-added Asphalt solutions.



A DAY IN THE LIFE OF ANDY

We asked Andy Ralph, Leeds Plant Supervisor, a number of questions relating to his job at the brand new Leeds plant in which CEMEX UK has recently invested £1million plus. His answers make fascinating reading ...

£1m+ investment is huge. Why Leeds?

Leeds is one of the busiest plants in the area producing a wide range of Readymix concrete products and the old plant was on its last legs! It was a real struggle to get the work out on a daily basis and it was starting to cost a lot in maintenance. The old plant was built in the 50s and had done around 3.5 million cubic metres of concrete in that time. It was decided to invest in the new plant not just to keep up with production needs but also with health and safety being a priority.

How many people work on site? Jobs?

We have six IHC drivers and a number of relief plant supervisors who help out when they are not working at other sites (Marcus Bedford, Rob Hill, Paul Binns). The area team leader, Dave Kaye, is based at the site and he also helps out when required. We have brilliant teamwork at Leeds with everyone pulling together and looking after each other.

How big is the site?

It's a massive plant. We have a ground hopper that holds over 30 tonnes, six overhead storage bins that each hold 90 tonnes of aggregate, two cement silos that hold 100 tonnes and another that holds 50 tonnes. (Well, he did say it was massive!).

What are the main technical differences between old and new?

We have a new, computerised batching system (SIMMA) which is brilliant, easy to use and fast. We also have the new shipping system (RMS) which, although it took some getting used to, is fantastic.

Volume differences? Volume turnover?

We are down on volume from last year, averaging 100 cubic metres a day, whereas this time last year it was closer to 200, but with the new plant now fully in operation and an improving economy we are optimistic.

A typical day for you? How different from working at the old plant?

I'll arrive at the plant at 6.45 to get the computers and compressor started and we start loading at around 7.00.

Once we start that's us going all day. We are constantly batching our trucks either to customers on site or collect customers. When we are not batching we will be out on the plant keeping on top of housekeeping or doing paperwork. We run till around 5.00pm then we clean down the mixer and finish up any paper work.

The main differences from the old plant? We have no ground storage. All the aggregates are tipped straight into a ground hopper so we have no need to drive the loading shovel to fill the bins up.

Obviously it's a new plant so it's so much easier to run than the old plant. For instance, you don't have to chase around all day like you did on the old plant trying to keep it running. We remote batch from an office well away from the plant so it's quiet and clean.

It's also a lot more environmentally friendly – everything is covered so in the unlikely event of anything spilling or blowing over, it's contained rather than in the open to blow over the site boundaries.

The new plant is a lot faster and more efficient and it makes the job a lot easier, not to mention safer for all.

Time for any hobbies?

I play cricket which takes up a lot of my time in the summer, playing on Saturdays and Thursdays and training during the week. My other hobby is walking. We have a Springer Spaniel so my wife, Emma, and I spend a lot of time walking/running with the dog. This is when my day really starts as I'm up at 5.30 to walk the dog before work.

What is your own background?

I have been a plant supervisor for 16 years. I started at Tarmac, then came to RMC, I then went back to Tarmac Mortars as a manager, and again came back to CEMEX. I've been back for 6 years.



CLEARLY A LIFE SAVER

CEMEX is the first company in the UK to operate and trial the new Econic tipper, designed by Mercedes-Benz to provide the driver with an unrivalled field of vision.

"It's clear to see that this revolutionary design, giving more than 90% extra visibility, can help prevent incidents and save lives on our busy urban roads, particularly those of cyclists," comments Matthew Wild, Vice President Cement Commercial, Logistics and Building Products.

The three key features that give the exceptional field of vision to the front and both sides are a deep, panoramic windscreen which is at least 50% bigger than the standard windscreen, a fully glazed floor-to-ceiling kerbside door and unique, low-entry cab.

The low-entry cab has two steps from ground to cab and with a low driving position means that the driver is on the same level as pedestrians and cyclists, giving direct eye-to-eye contact between driver and road-user, which is vital.

The floor-to-ceiling door, which opens 'bus-style' into the cab, further enhances the field of vision and allows the driver to see cyclists who may have cycled up the nearside.

CEMEX specifications

CEMEX has worked closely in partnership with Mercedes-Benz to ensure that the vehicle is designed to our specifications and meets the current Construction Logistics & Cycle Safety (CLOCS) standards and is fitted with the safety features of the existing CEMEX fleet.





Matthew Wild continues, “CEMEX and the construction industry have a responsibility to look at the design of the vehicles that are used day-in and day-out. We are a CLOCS Champion, an industry-supported, Transport for London-backed initiative aimed at rolling out a consistent standard for managing work-related road safety.

This new design could completely revolutionise the design of the construction vehicle of the future,” he concludes.

The Eonic tipper will be based at CEMEX’s Angerstein Quarry near Dartford and will supply sand and gravel to CEMEX’s London concrete plants and local customers, travelling through the busy roads of the city.

WHAT’S OF VALUE?

CEMEX recently launched its new values – the principles that guide our behaviour

Our values make up the essence of our work culture: they express who we are, how we behave, and what we believe in.

Here in the UK we have already been operating with our values and they fit perfectly with the larger CEMEX culture, so will not seem alien to any of you. Over the coming months we will be asked to focus on certain values and explore them and think about how they apply to our behaviour at work.

Ensuring safety has been the first of these and as you all know here in the UK we already place huge priority on this. Being Best for Families is all about looking after each other, stepping in and going home safely.

It is good to feel part of a global organisation where everyone shares the same values and principles.

LIVE OUR VALUES

OUR VISION

ENSURE SAFETY

- Ensure nothing comes before the health & safety of our people, contractors and the community
- Make safety a personal responsibility; look after yourself and each other
- We believe zero injuries and zero fatalities is more than a goal, it is a necessity
- Hold each other accountable for safe acts and behaviors

FOCUS ON CUSTOMERS

- Listen to our customers, understand their challenges, and provide valuable solutions
- Build close customer relationships that set us apart from our competitors
- Ensure doing business with us is easy and a delight for the customer
- Fulfill our commitments and solve any problem fast

PURSUE EXCELLENCE

- Strive for the highest standards to be the best in our industry
- Challenge ourselves to constantly improve and never settle for “good enough”
- Our passion for the work we do drives us to exceed expectations
- Develop leaders that inspire, promote excellence, and achieve results

WORK AS ONE CEMEX

- Leveraging our global knowledge to our local markets is our competitive advantage
- Share ideas globally to maximize our individual contributions
- Value the people who replicate best practices as much as those who create them
- Always act in the company’s best interest

ACT WITH INTEGRITY

- Live up to our commitments and do what we say we’ll do
- Act with honesty and transparency in all our interactions
- Do the right thing in compliance with our Code of Ethics
- Care for our people, our communities, and our natural resources



FAT OR FRUIT?

CEMEX UK is still looking a bit flabby around the edges financially and this is partly to do with working capital. Working capital is a little like cholesterol in our bodies. To have a healthy business you must have healthy working capital. Working capital is simply the balance between those who owe us money (stock or inventories, plus debtors and customers) minus people we owe (our creditors). Our stocks and debtors are like the saturated fats – we need to keep this side as low as possible and make sure

we get paid as soon as we can and keep our stocks as low as we can. Our creditors are like green veg – we need lots of them to stay healthy. We need to keep our creditors in our working capital for as long as possible too. **What can you do to improve our green veg intake?**

- Resolve customer queries as soon as possible, so there is no excuse for them not to pay us on time
- Encourage more customers to pay by direct debit

- Keep spare stock to a minimum or arrange consignment stock with the supplier – ‘just in time’ not ‘just in case’
- Use suppliers who agree to CEMEX’s standard payment terms – every exception costs us working capital
- Encourage more suppliers to join our supplier finance scheme
- ‘Goods receipt’ in SAP as soon as you receive goods or supplies – this ensures that the liability is recorded, which helps our working capital.



HEY GOOD LOOKING!



CEMEX UK scooped the ‘Image of the Industry Award’ at the Tip-ex show in Harrogate – a UK show dedicated to the tipping, bulk haulage, tanker and bulk liquid transport industries. This new award for 2015 is sponsored by L Lynch and the winner is chosen by an independent panel. According to the judges,

CEMEX was everywhere promoting a positive image for the industry. Paul Clarke proudly picked up the trophy on our behalf. The new Mercedes Econic low cab tipper was exhibited at the show in Harrogate and Carl Milton and Paul Clarke gave a presentation at the Cycling Safety seminar.

GOOD TIMES AHEAD FOR WASHWOOD HEATH



For the past five years Washwood Heath Asphalt Plant, with CEMEX Paving Solutions, has been servicing Birmingham’s PFI, supplying 400kt for major and minor roads within Britain’s second city. In May this commitment came to an end but surfacing contractor Toppesfield, has become the incumbent contractor for Amey LG who are ultimately working for Birmingham City Council and CEMEX is their preferred supplier. This means that over the next five years CEMEX will be supplying 250kt based on 50kt per year. Area Operations Manager, Jason Barker, commented, “With the HS2 rail link in the background and the possible need to relocate, this order helps shape the size of any replacement plant.”

CONCRETE PRODUCTS LANDS SELCO DEAL



Due to recent changes in UK building regulations the popularity of concrete bricks has increased. In response CEMEX Concrete Products has increased its focus on concrete bricks and multiple delivery options, allowing flexibility to deliver full or mixed loads of bricks and blocks. The surge in brick popularity had caused many builders’ merchants to increase their stock volume of concrete bricks. Selco, part of the Grafton group, are one of the largest stockists of concrete bricks in the country, and are a coveted customer.

National Sales Manager, Peter Maclellan, has secured a brick deal to all Selco UK branches. A good relationship has been built with Selco over time and it was a natural move to extend their business with CEMEX. This deal is a fantastic win as it extends the range and awareness of CEMEX’s products across the market. Buxton Block Plant, based at Dove Holes, has been the flagship plant in the increase of brick production with annual sales volumes being up over 2000%. An impressive sales target has been set for 2015 with half shipping out from the Buxton plant.

HAPPY 1ST BIRTHDAY VALUEMIX

As a birthday present Valuemix received two new volumetric trucks! The new concrete mixers are operating from Altrincham concrete plant, headed by lead driver, Ian Leadbetter. The other three local drivers are Mark Penny, Craig Crier and Liam Field. A volumetric mixer carries the individual materials, in separate bins, needed to make concrete, and mixes them at the customer’s site. CEMEX Valuemix was the first company in the North West to ensure that the mixer meets the legal requirements of large goods vehicles. Customers using Valuemix order and pay for exactly the amount of concrete they need and many ask for our ‘barrow and lay service’, a free helping hand to lay the concrete wherever needed. There is a growing trend in the market to supply materials from volumetric vehicles and currently 10%, or an estimated 2 million cubic metres of the RMX concrete market, is delivered nationwide annually by volumetric vehicles.



PACKED OFF TO BELGIUM



Rugby’s packing plant has been breaking records lately, but to improve efficiency and output, five members of the team spent two days with Arodo in Belgium, which designs and manufactures customer-specific packing machines. The team was shown the best techniques when operating Rugby’s line 3 plastic packer and given trouble-shooting training. Arodo’s Technical Rep will be visiting the Plant in three weeks’ time to assess the benefits gained from the training. Pictured, left to right: Nathan Ross, Dave Addison, Barry Haggitt, Joe Facer and Paul Gursky.



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.

CODY DOCK BACK IN OPERATION



A team from Readymix London has helped out with Gasworks Dock Partnership, a regeneration charity based in the London Borough of Newham. The task was to strip paint off the upper decks of the 'River Princess' as part of a plan to make her ready to go back into the water.

RAIL AT PENNY TOWN PONDS



CEMEX Rail Solutions Somercotes has had the opportunity to improve an area for their local community by carrying out improvements to the protected ponds sited next to the factory.

RAIL LEND-A-HAND AT GREEN GABLES



Another team from Rail Solutions at Somercotes approached Green Gables Disabled Old Peoples Home in Alfreton to offer help through their Lend-a-Hand days. The Home was pleased to accept the offer and informed them they needed a boundary fence repainting and some general gardening doing. Job done!



SCHOOLS CYCLE SAFETY

In June, Kelly Wills, Kristina Johnson and Claire Lomax went out to a local school in Rugby to Lend-a-Hand and deliver the cycle safety EEP. This is the project that this year's LIDS have taken up. We were joined on the day



by Karl Langford, one of the tanker drivers from Rugby. What a wonderful man he is. Not only did he manage to present the truck and the health and safety message to the children in a way that they all found fascinating, but after getting his tanker in to a very small staff car park, he was then able to back out of a narrow access road on to a busy main road with such style. I felt an overwhelming urge to applaud him!"

SHEFFIELD PAVING AND LINCOLN COATING FENCING TASK



Thank you to the Team from Paving Solutions in Sheffield and Lincoln Coating Plant for another successful Lend-a-Hand day at RSPB at Beckingham Marshes Gainsborough. They spent the day painting fencing. Pictured are (L to R) Matt Crowder, Kevin Wall, Thom Mason, Jon Godley, Joanna Russell and Gary Hayhurst.

CLUNE HOUSE RAISE A BED

A big hand for the team from Readymix for their Lend-a-Hand at Clune House, Residential Home in Derbyshire. The team used their Lend-a-Hand day to build a raised bed using old railway sleepers to make the growing of vegetables easier. The residents couldn't reach to the ground-level plot that was there before whereas the raised bed enables them to plant and manage the patch from wheelchairs.



The team consisted of Al Reaney, Mark Jephcote, Ron Lee, Jon Stokes and Steve Richards.

CLUSTER 12 AT ST JOHN'S TRUST LINCOLN



A Cluster 12 Team spent their Lend-a-Hand day at St John's Trust helping do some site maintenance. The Team was made up of Operations, Maintenance, Technical and Commercial supported by Mick White from Logistics. It was a fantastic day and the use of nine pairs of hands really made a difference.

SOUTH FERRIBY "PLASHING"

A South Ferriby Team combined the skills of Logistics and Operations to spend their day cutting back trees and trying their hand at plashing!! The team consisted of Sean Page, Jan Kristof Peters, Duncan Burnham, Kevin Groombridge and George Barker.



LEGAL TEAM AT WHITE LODGE

The Legal Team from Thorpe stepped away from their papers for a day to Lend-a-Hand at White Lodge Centre, helping renovate the windows, patio and BBQ area. The team was James Harrison, Billy Harkin, Vishal Puri, Val Richards (now retired!), Carol Killham and Jason Smalley.



JOINT DAY WITH LAING O'ROURKE

The Friends of Hough End have received a helping hand in creating a new pathway and features to encourage more wildlife, thanks to the Construction Team delivering the new Hough End Leisure Centre near Chorlton, Greater Manchester. Team members from Laing O'Rourke and CEMEX donated a day's work and aggregates.



NATURE IN BRIEF

BABY BITTERNS FOR ATTENBOROUGH



It has been confirmed that there are Bittern Chicks at our reserve in Attenborough.

This is really exciting news as we understand it's a first breeding record for Notts with only a handful of breeding sites in the UK.

HAVEN FOR RAVEN



Night shift electrician and keen bird watcher, Dean McNicholas, has been keeping an eye on a nest that has been made on a walkway on the primary washing plant at Dove Holes Quarry. Mother and chicks are doing well.

1000 TREES AT HYNDFORD QUARRY

Early May saw the planting of over 1,000 trees at Hyndford, all native species. Spread between the entrance road and around the Bug Hotels, they will have a big impact on the area.

Employees will benefit from the scenery, extra attracted wildlife and fresher air! The local community will also benefit from having the view of the quarry being hidden behind magnificent trees and a reduction on noise from the site.

Mark Noel, Trainee Aggregate Manager, looks forward to returning in 20 years to view the mature plantation.



SAVING THE SOUND OF SUMMER

The buzz of the bumblebee is one of the quintessential sounds of the UK summer. However, the humble bumble is in trouble.

The Bumblebee Conservation Trust (BBCT) needs us to be Bee-walkers, to spot and count the bumblebees we see on an hour's countryside walk once a month, along the same route, from now until October. They are working closely with the quarrying industry to get a picture of bumblebee populations in the UK and find reasons for their decline.



If you would like to be a Bee Walker on your site more information can be found at

<http://bumblebeeconservation.org/get-involved/surveys/beewalk/> or contact Sam Tarrant, our RSPB Biodiversity Officer, on 07540012643. Or, create a bee haven, visit <http://bumblebeeconservation.org/get-involved/managing-your-land/managing-quarries/> to save the sound of summer.

BEST FEEDBACK YET



Congratulations to everyone on the Aggs Management Development Programme 2015. This is the fourth time the scheme has been run and it kicked off with a great couple of days with 35 attendees. It is run and written by the Aggs Team and Jesus attended the beginning of the session. Teams were mixed this year for each event with delegates from Quarry Managers, Assistant Managers, Trainee Managers and Technical Managers. Rob Doody is being mysterious about his balloons...



OARSOME!



An intrepid Team of six from Logistics at Angerstein Wharf are rowing the Thames from Westminster to Deptford, some 8.5 miles, in aid of the Ahoy charity.

The novice crew, headed 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 learning disabilities a chance to row and sail and compete alongside able-bodied compatriots.

IT'S A KNOCKOUT!

Team CEMEX are back for more knockout fun.

Bluebell Wood is a children's hospice in Yorkshire and with your help John Parker and the team would like to raise funds for the hospice by having two teams of ten CEMEX employees making fools of themselves for your entertainment. <http://www.bluebellwood.org/news/its-a-knockout-returns-for-bluebellwood>. Spectators are very welcome.



GATFIELD'S HARDEST CHALLENGE



In early June Steve Gatfield took part in the 5k Great North Swim on Lake Windermere, part of the Great Swim series.

Steve entered the event in October 2014, following a couple of other applications not being successful in previous years. Since then he has been training daily, swimming 2-3k each day and further training in the local lake near Cluster 15's Bedford office at the weekends.

Steve decided to try and raise some money for Cancer Research in memory of Colin Wilson, our Watford Plant Manager, who passed away in January. "This has been by far the hardest challenge I've ever taken on," was his comment.

LONG SERVICE AWARDS

40 years

Congratulations to **Terry Moran** for achieving 40 years service. 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



25 years service

William Thomson, Plant Operative at Hyndford Quarry has reached the milestone of 25 years service. He is pictured with Chris Muffett, Quarry Manager, receiving his award.



Tracey Carden, Readymix Technical Manager, Northern Region, started as Laboratory Manager in Widnes. Tracey has been a valued member of the Readymix Technical Department.

Pete Larkin reached his 25 years in April after joining the company at the old Rugby Works and transferring to the new Rugby Cement Plant in 1998. He looks forward to retirement in November.

Jon Goldey, aka Jono, reached 25 years service in May after starting his career in 1990 in the laboratory at Staveley Asphalt plant. His present role, held since 2011, is looking after the asphalt customers who play an important role in the Ely and Lincoln Asphalt plant's activities with a high degree of success, so much so that he could be considered our blacktop guru.



Paul Skinner (R) joined "the oldest Ready Mixers in town" in March – notching up 25 years. He is pictured being congratulated by (L) Gary Coleman.

Steve Bull, Maintenance Team Leader at Rugby Cement Plant, reached 25 years in February.

A quarter century also goes to **Al Lavery**, Cluster Manager for Cluster 16.



15 years service

Brian Clough, LGV Driver at Attenborough Quarry, receives his 15-year award from Peter Hunt, Area Logistics Manager.



Mike Simpson, driver from Moota Quarry in Cumbria and **Mark Fowler**, lead driver from Dove Holes Quarry in Derbyshire are both pictured with Les Grabarz, Area Logistics Manager. (Left: Mike Right: Mark)



Darren Shaw from Central Readymix reaches 15 years service. Matt Yaxley, his Cluster Manager said, "This is a significant achievement and one he should be proud of."

Tim Fry completed 15 years of commitment and loyalty in March



Congratulations to **Rob Symons** from Kingsmead Quarry for reaching his 15 years service



...and to **Tim Gray**, Plant Manager at Melton Mowbray on achieving the 15-year milestone.

Kevin Johnston, from Dove Holes Quarry has completed 15 years service. Kevin, aka Kosh, (right of picture) received £200 B&Q vouchers from Night Shift Manager, Liam Perkins.



Retirements

Happily for **Paul Nairn** and his wife, but sadly for CEMEX in Scotland and the site staff at Cowieslinn, Paul has retired from the business after 35-plus years 'hard labour' as he described it – but we know he enjoyed every minute of it!

Pictured: Drew Crombie and Paul Rosie presenting Paul (L) with gifts.



Ged Garner (L) has just retired from South Ferriby Cement Plant's Maintenance Team after 21 years. Terry Lawtey is pictured handing Ged his award.



NIGHTRIDERS IN LONDON



Early in June, Al and Stuart were back on their bikes with 10 other CEMEX colleagues to take part in the Nightrider London event that started at midnight. 100km around London – with no other traffic!! This year's ride was in memory of Juan Lopez with donations at: www.virginmoneygiving.com/cardboardcitizen

TAKING THE LEAD

13 delegates from 2014 successfully completed 12 months on the Leadership, Education, Application & Development (LEAD) Programme, (previously Supervisor Development Programme).

The delegates concluded the programme by presenting their business improvement projects to Jesus Gonzalez, Matt Wild and his Senior Team.

Further development of their learning is now necessary back in the business across their own and other business areas, in the spirit of collaboration.

Successful delegates were: Blair Moore, Katie Salisbury, Celaine Cave, Louise Trodden, Darren Palmer, Jason Thorne, Carla O'Keefe, Lance Eames, Scott Haines, Lee Dawson, Stewart Macrae, Kevin Lytton and Galvin Dunmore-Revel.

The LEAD baton has now been successfully passed on to the 2015 cohort of 15 new delegates, providing an opportunity to expand their knowledge base, to contribute to continuous improvement and collaborate with a wider network of CEMEX employees.

The 2015 delegates are Kieran Brennan (Rail), Scott Price (Business Performance), Paul Kania, Willa Gillespie and David Hearty (Building Products), Gary Burgess and Stuart Woods (Logistics), Mark Brown (Cement), Edward Castleton, Stuart Robinson, Ian Townsend, Matt Sumner, Paul Wilson, James Watson and Luke Devine (Cement Operations).



THANKS FOR YOUR EFFORT SOUTH FERRIBY

The team at South Ferriby who won the annual Thanks For Your Effort award for 2014 received their vouchers from Jesus Gonzalez and Martin Langvad.

They won the award for their amazing efforts at rebuilding the plant after the devastating flood back in Dec 2013. Their teamwork, tenacity and patience have been outstanding.

