



Welcome to UK News 14<sup>th</sup> Oct 2015  
your weekly update from around CEMEX UK

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## BEING THE BEST FOR FAMILIES

### Winter Flu Vaccinations



It is the time of year when people are advised to have a vaccination jab to help protect from or reduce the symptoms of flu. Some people in higher risk categories, such as those over 65, get the immunisation free via the NHS. For others the jab is widely available through local pharmacies or local GPs.

A Health Essentials Briefing has been produced to provide more details on the subject and help people decide whether they wish to protect themselves. As usual CEMEX will reimburse the cost of the vaccination for those employees that are not entitled to a free jab. All employees have to do is provide their Line

Manager with an itemised receipt and they will arrange for you to be reimbursed the cost up to a maximum of £20.

Note for Managers: Requests for reimbursement should be directed to Stockton using the form available on the [Shift Health Community](http://www.shifthealthcommunity.co.uk) or see the download section on the UK News website which is accessible from all home devices too ([www.cemexuknews.co.uk](http://www.cemexuknews.co.uk)).

### Stop This Wave of TRIs Before it Becomes More Serious....



There were no lost time injuries (LTIs) or recordable injuries (TRIs) in the week, however we have had to add an employee TRI retrospectively which occurred at the end of the previous week. The employee had to have a head wound glued after he fell backwards whilst using a high pressure water lance, striking his head on a steel beam that was behind him.

Jesus commented: "It is good to see that we didn't have any injuries last week and reached ZERO. As I commented before, we have been through a very negative wave recently (5 TRIs in 6 weeks). It is very important that we stop this wave and stay at ZERO one more week. Please use these TRIs as a wake-up call to remind everyone that we are going through a negative

trend and we need to stay focused to go back to ZERO. This is even more relevant in the context of the worse weather expected in the following weeks."



Whilst not a CEMEX incident, there was a fatal incident within the industry last week in which a 22 year old contractor died. The facts have not been confirmed, however, we believe the young man was operating a tractor on a slope above a quarry face, stripping land and trees, when the tractor ran out of control downhill, hit a bund, rolled over and fell down the quarry face. It is too early to speculate as to the causation of the incident, however, it should remind us of the need for robust contractor management, operator competence, mobile plant inspection/maintenance and the importance of effective edge protection on haul roads and above quarry faces. Our thoughts are with the family, friends and colleagues of the deceased who must be devastated at this tragic time.

### Southam Quarry 12 Years LTI Free



Congratulations go to the Team at Southam Quarry who reached 12 years lost time injury free last week. A great achievement that will no doubt spur them on to continue to improve their health and safety standards and extend their excellent record.

### Health & Safety Working as One CEMEX...



Many parts of the business helped host a visit by colleagues from CEMEX USA last week who wanted to learn more about what we do to maximise engagement in our health and safety efforts. Thanks go to the Teams at Kingsmead, Bramshill, Dove Holes and Rugeley Quarries, Buxton Block Plant, Readymix Fulham, Battersea, and Altrincham, and the Cement Plant and Logistics operations at Rugby, along with the UK Senior Team for finding the time to support the visit and demonstrate our commitment to be Best for Families!

### Get Ready for the Bad Weather....



Weather Forecasters are predicting a change in the weather throughout October with a more Autumnal feel, wetter and windier conditions than of late and temperatures just below average for the time of year. Everyone should think about what precautions they need to take to reduce the risk of slip, trip and fall incidents when out and about on foot and also to minimise the risks whilst driving as we approach the Winter. Some Autumn safety flyers have been made by the Health & Safety Team, they can be found in the UK News download section for you to personalise for your workplace.

Some useful materials in respect of Winter precautions are also available via the following link to the Health and Safety CDM site:

[http://cdm2.cemex.com/sites/UK\\_Health\\_Safety/HS%20Specific%20Topics/Forms/AllItems.aspx?RootFolder=%2Fsites%2FUK%5FHealth%5FSafety%2FHS%20Specific%20Topics%2FWinter%20Precautions&FolderCTID=0x01200023BB0258CF426640A5FFED7F6F36CD30&View=%7BBF5A95C9%2D400E%2D4719%2D9A21%2D609EB48E816D%7D](http://cdm2.cemex.com/sites/UK_Health_Safety/HS%20Specific%20Topics/Forms/AllItems.aspx?RootFolder=%2Fsites%2FUK%5FHealth%5FSafety%2FHS%20Specific%20Topics%2FWinter%20Precautions&FolderCTID=0x01200023BB0258CF426640A5FFED7F6F36CD30&View=%7BBF5A95C9%2D400E%2D4719%2D9A21%2D609EB48E816D%7D)



## Tips for Cutting Down on Alcohol



Take the right approach - gradually cutting down is more likely to be something you will stay committed to as opposed to cutting out all alcohol immediately.

Keep track of what you're drinking - set a limit for what you're going to drink each day. Remember the recommended guidelines are no more than 3 to 4 units a day for men and no more than 2 to 3 for women, plus 2 days a week alcohol free. Remember the short and long term effects of cutting down on alcohol. Drinking less reduces the long term risks of serious diseases such as cancer, liver disease and stroke. In terms of the here and now, cutting down on alcohol will improve the condition of your skin; have a positive effect on your sleep; and can even boost your sex life. See the leaflet in the download section of UK News for more information.

All information can also be found on Shift at:

[http://cdm2.cemex.com/sites/UK\\_Health\\_Safety/HEALTH%20ESSENTIALS/Forms/AllItems.aspx?RootFolder=%2Fsites%2FUK%5FHealth%5FSafety%2FHEALTH%20ESSENTIALS%2FAddictions&FolderCTID=0x012000D5977C4DF5A3EF45BF8A69C9DEF3F950&View=%7B933A129D%2D8189%2D460E%2D9D29%2D91FEA49AC01D%7D&InitialTabId=Ribbon%2EDocument&VisibilityContext=WSSTabPersistence](http://cdm2.cemex.com/sites/UK_Health_Safety/HEALTH%20ESSENTIALS/Forms/AllItems.aspx?RootFolder=%2Fsites%2FUK%5FHealth%5FSafety%2FHEALTH%20ESSENTIALS%2FAddictions&FolderCTID=0x012000D5977C4DF5A3EF45BF8A69C9DEF3F950&View=%7B933A129D%2D8189%2D460E%2D9D29%2D91FEA49AC01D%7D&InitialTabId=Ribbon%2EDocument&VisibilityContext=WSSTabPersistence)

## BEING THE BEST FOR CUSTOMERS

### RMX Customer Service - a Piece of Cake!



This week saw the 'Grand Opening' of the new Readymix UK Customer Services Centre with Jesus and Chris Leese on the 4th Floor at Rugby to speak about our Vision of Being the Best for Customers and importance of our Customer Service Attitude.



Stuart Keightly added: "I would like to add my thanks to everyone who has been involved in supporting the changes and helping Readymix make a Step Change towards a Centre of Excellence that we can all be proud of. We have already made huge strides and as Jesus said in his speech, Readymix in the UK is at the forefront of providing excellence in Customer Service in CEMEX. Let's make sure we work hard on our Continuous Improvements to stay there!"

### Stig is Definitely an Asphalt Lover...



Last week CEMEX launched its new  range, innovation in Asphalt.



HELPING TO BUILD A **GREATER BRITAIN**

Innovation is the key to the range of six new CEMEX asphalt products introduced at UK Civils Expo. From highways to tennis courts, farm yards to driveways the VIA range can provide customers from local councils, surfacing contractors and individual builders with a solution to their surfacing needs.

**VIA FLEX** uses the latest in polymer modified bitumen technology to give resistance to cracking and deformation. An ideal product for extensive repairs on highways and roads it can produce a whole life saving for the UK's streets and road network.

**VIA FLOW** is perfect for areas requiring a permeable free draining surfacing designed to allow water to pass through to the underlying structure. Suitable for use as part of a designed Sustainable Urban Drainage System (SUDS) VIAFLOW is ideal for areas which require durability such as driveways and car parks.

**VIA MAIN** has been specifically designed with the utility sector in mind. The product is easier to compact than traditional standard asphalt and offers improved air void compliance. VIAMAIN will reduce the likelihood of poor quality reinstatements, saving time and money.

**VIA SHIELD** a product that is hard wearing and resistant to acid attack from agricultural effluent, VIASHIELD is a hot rolled asphalt designed specifically for the farming community. This surfacing is dense and impermeable and can be used on a wide range of applications on a farm such as storing silage for anaerobic digestion systems and housing livestock.

**VIA COURSE** is a single layer solution for roads and highways with speed of construction in mind. The product provides a single layer of 50mm – 80mm thick to replace the top 2 layers of the binder and surface. This can save both time and money. In addition the surface texture provides skid and rut resistance, making VIACOURSE ideal for rural roads and housing estate roads.

**VIA COURT** a flexible solution for sports surfaces which meets the Sports and Play Contractors Association specifications. VIACOURT is available in two grades, tennis and multi-use games and is free draining asphalt which gives a smooth surface.

## BEING THE BEST FOR SHAREHOLDERS

### Handsome New Trucks for Cement Logistics

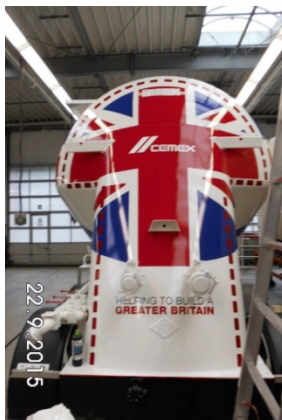


Cement Logistics are currently taking delivery of x26 new Bulk Powder road tankers, six of which have a striking new livery.

Incorporated in the supply deal was a special livery pack that continues our previous 'Union Jack' theme and our Corporate Vision of "Helping to Build a Greater Britain" for x6 of the new trailers.







All of the new tanks also feature enhanced safety features and efficiency benefits that have been identified as part of Cement Logistics CVA+ 2016 and last year's Employee Engagement Mini Survey feedback sessions, these include:

- Improved LED working lights to the rear and side of the trailer
- LED road lighting (rear lights, brake lights, side markers)
- Repeater (flashing/LED) side marker lights operated by left/right indicators
- High level rear LED lights (including strobes) at top of tank rear facing
- Lighter by 4% (200kgs) - smaller M3 and alloy wheels
- Additional pipe carrier to avoid need to roll up pipes (reduces damages and potential emissions)
- LED digital weigh gauges
- Lower reverse camera for safe cleaning and improved vision
- Low level suzi coupling removing the need to work at height
- Ergonomically friendly "Jump Hose" housing that enable driver to bring device lower and closer for coupling air supply
- Higher discharge pipe reducing the need for low level coupling/uncoupling of "tank to silo" pipe
- Larger and more visible "Caution Boards" to further enhance hazard to Vulnerable Road Users

The new tanks are a huge step forwards in improving Health & Safety both on the Public Highway and whilst making customer deliveries. The added benefit of the livery package is a great advertisement of our brand and our commitment to the Health & Safety of our drivers and the general public.

### New Arrival for Cambusmore Quarry...



Cambusmore Quarry took delivery of a new Volvo L180 this week. The machine has long been anticipated by senior op, Alistair Mackay, who is pictured here with Ian Kennedy the Volvo demonstrator. In the last 12 months the site has taken delivery of three new shovels and an excavator replacing the very old and tired mobile fleet.

### Live our Values: Work as One CEMEX



Our competitive advantage is in our collective strength, our ability to work as One CEMEX regardless of the working environment that precedes us.



CEMEX is a global company organized by business units grouped in geographical areas; although we come from all these different working environments and cultural backgrounds there is one important fact that binds us together: **we are all part of this global company, which is CEMEX.**

As a large company we generate knowledge, practices, and experiences that create value in different business units on a daily basis; sharing them on a global scale, as well as our individual professional experiences, is what emerges as an essential asset that contributes to CEMEX's success.

Through our six Global Networks: Shift communities, Wikis, and Weblogs, just to name a few, we started to share information and best practices - this must be our way to work, and truly our competitive advantage!

**It is only by working together as one CEMEX that we can:**

- Leverage our global knowledge to our local 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

The phrase "One Global CEMEX" describes our working philosophy where commitment, teamwork and knowledge spreading, benefits CEMEX as a whole regardless business units, geographical locations or departments.

**By working as One CEMEX we will get better results.**

## BEING THE BEST FOR COMMUNITIES

### CEMEX Contribute to DIY SOS Home for Veterans



When the desperate call went out recently via social media for help on the BBC DIY SOS Big Build - Veterans Special, we knew that we had to try and help.

The week-long build had the aim of renovating 8 terraced houses in East Manchester to house former Armed Forces members and their families who were struggling to adjust to civilian life having been injured or affected by their service.

The build was a joint venture between the BBC, Walking with the Wounded, Haig Housing and Kier, who acted as Main Contractor.

Matt Tranter, takes up the story. "In answering a tweet from the DIY SOS production team posted on the Monday morning, we quickly worked through their 'shopping list' of materials for the day. Part of the initial challenge was to understand exactly what they wanted from us, and to communicate to them what we could help with.



The Production Team were looking for some concrete blocks to block up some old doorways, so instantly we thought we could help with that request.

By now it was getting towards 4pm on the Monday and they needed the blocks for the Tuesday. Now, if you ask anyone in our Concrete Products Team how easy it is to get material out to a site with half a day's notice they will tell you just how hard it is.

When it looked a bit hopeless, in stepped Sam Leigh, Area Sales Manager for Concrete Products in the North West, who got hold of one of her customers, Markovitz Civils and Building, to see if they could deliver the blocks first thing on our behalf. The Team at Markovitz were more than happy to help us out, and by mid morning the next day our blocks were on site being used.

Although our contribution was only small we were able to make a real difference to the families by giving them a fresh start in a warm, safe and dry home, where they can start to re-build their lives after serving our country. So **please watch this Wednesday the 14th, 8pm on BBC1** and the second part on the following Wednesday (21st) to see what a big difference our industry's collective efforts have made."

### Strategic Planning Ditch their Desks for a Day....



On 30th September some of the UK Strategic Planning team cleared their diaries of meetings and emerged from behind their computer screens to do something completely different for their Lend-A-Hand day.

They went to the Parish Rooms at the Church of the Holy Name in Esher, which is the place where they last said tearful and heartfelt goodbyes to their dear colleague Juan Lopez who passed away just over a year ago.

Jackie Leverett and David Beck had contacted Jossy Lopez, Juan's wife, to see if there was any voluntary work that the Team could do in Juan's memory. Jossy discussed it with Father Benny at the church and he was delighted to get some help in repainting one of the Parish rooms which is used for various community events.

New Strategic Planner, Steve Lankfer, stepped up for the role of Team Leader and was soon demonstrating his experience in thoroughly prepping a room for decorating. New VP, Hector Tassinari, was delighted to learn new vocabulary such as "cornice" and "coving" as he worked on the higher sections of the walls. Mike Greer made a perfect job of painting a rather intricate arch window recess and Martin Hills made a superb job of the cupboard doors (once he returned from a rather long trip to "B&Q"...).

Thanks also to hard work from Julie Price, Emma Needham and Gustavo Ruiz. The room was finished in good time, even allowing us time to enjoy a lunchtime break in the garden - thank you to Dan Panormo for bringing some delicious banana bread to share and to Jossy for the amazing chocolate brownies.

Emma Needham, commented: "In spite of the hectic schedules we all have, we all agreed what a beneficial day it had been and what a pleasure it was to be able to take part in this Lend-A-Hand day event." (in the picture L-R : Jossy Lopez, Jackie Leverett, Dan Panormo, David Beck, Steve Lankfer, Mike Greer, Martin Hills, Julie Price, Emma Needham, Hector Tassinari, Gustavo Ruiz).



## Get Pinky and Try to Win an iPad Mini!!



On Friday 23<sup>rd</sup> October, the CEMEX Pink Ladies invite you to wear pink and donate £1.

If you are based at the Rugby or Stockton offices you can enter 'The Great British Pink Bake Off' with a pink themed Showstopper. (Any cake donations would also be gratefully received as they will be selling cakes in the Rugby canteen between 11am and 2pm). Celebrity Judges will be Jesus 'Hollywood' Gonzalez and Steph 'Berry' Whitwood.

Buy a Raffle Ticket – TOP PRIZE is an iPad!!! Tickets are on sale now, see any of the Pink Ladies or donate via <https://www.justgiving.com/cemex>

The raffle is open to ALL CEMEX UK employees far and wide so please feel free to share this info with all offices / plants.

If you are not Rugby based, follow the instructions on the JustGiving page to enter the raffle.

In addition to the cakes being sold in the canteen at Rugby the following stalls will be set up: The Book People, Neal's Yard and Chocolate for Chocoholics.

Organisers Anna Hughes, Ellen Boylin, Keisha Dawkins, Kirsty Brine and Lynsey Smith look forward to seeing you there and thank everyone for their support.

## BEING THE BEST FOR EMPLOYEES

### 15 Years of Commitment from Bill



Congratulations to William Lewis (Bill) of our Rail Solutions plant in Somercotes who completed 15 years service in September 2015.

Bill has been a key part of the switch and crossing bearer (S&C) business over the years and originally started when S&C was being manufactured at the Washwood heath plant in Birmingham. When the whole operation moved to Somercotes, Derbyshire in 2003, Bill enjoyed his role so much that he moved with the business.

Terry Clair, Site Manager, said: "Over our working years a lot of us will work with a large amount of people, but we will only ever call a handful of them friends, I have had the honour of knowing and working with Bill for his complete 15 years with the company. I have never known Bill to be late for work and over the 15 years, I have never had to question his commitment to his role and this business. Bill reached the age of 65 last year, but wants to continue working and I hope that I have the same energy he has at his age. I would like to thank Bill for the last 15 years and for the commitment he has shown CEMEX".





## Congratulations to Dave Kaye on Tying the Knot...



Congrats to the happy couple. Dave Kaye, Team Leader in West Yorkshire RMX, got married on the 26th September to Louise. He has worked for CEMEX since 2004 and is very keen on F1!!

## Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
298-10-2015	Plant Supervisor	Readymix Central	Bromsgrove	16/10/2015
299-10-2015	Weighbridge/Planner	Aggregates Northern	Dove Holes Quarry	16/10/2015
300-10-2015	Sales Representative	Readymix Central	Suffolk & Essex - Cluster 14	23/10/2015

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](mailto: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.





# WATCH OUT FOR WINTER!

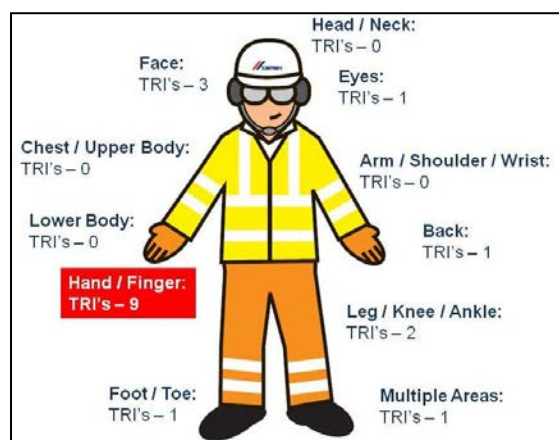
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When reviewing these accidents, in which colleagues have suffered considerable pain and discomfort, it is apparent that **nearly half have involved wounds to hands / fingers**. Injuries have included amputation of part of a little finger and several examples of broken fingers / thumbs and cuts requiring stitches.

Our hands and fingers are essential if we are to enjoy our lives to the full and we should take care of them, following the **ERIC-P** hierarchy to reduce the risks when carrying out manual work:



Employee badly cuts hand after tripping and falling



- **E** – Can the task be **Eliminated**? Is there an alternative safer way of working...for example ordering materials cut to length?
- **R** – Can the risk be **Reduced**, by for example using safety knives with retractable blades?
- **I** – Can the hazard be **Isolated** from the operator, ensuring hand tools are in good condition, fitted with necessary guards and protective devices for example?
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- **P** – Is the correct **Personal Protective Equipment** being worn, including anti-cut gloves wherever there is a risk of a laceration to the hand?

In addition to hand injuries, an issue that has resulted in a significant number of accidents in the past is slips, trips and falls. After an unseasonably warm start to the autumn, forecasters are predicting a change in the weather throughout October, with wetter and windier conditions than of late and temperatures below average for the time of year. Now is the time to be thinking about what precautions we need to take to reduce the risk of slips, trips and falls when out and about on foot and also when driving this winter:

- **Is your site ready for winter?** Do you have stocks of grit-salt, de-icer and PPE? Is lighting adequate and are arrangements in place for frost protection and clearing / gritting areas?
- **Is your vehicle ready for winter?** Have you checked the fluid levels, including de-icer? Do you have an emergency kit and are your tyres, brakes, lights and mirrors all in good order?
- **Are you ready for winter?** Make sure you wear warm / reflective clothing (hi-vis on sites) and appropriate footwear. Use dedicated walkways and always Get a Grip on steps and stairways.

**Keep safe this winter...follow the Safety Essentials and ensure you look after yourself and each other!**



**Chris Leese**  
Vice President, Readymix & Mortars

**FOLLOW THE **ERIC-P** HIERARCHY OF RISK CONTROL AND **KEEP YOURSELF AND YOUR COLLEAGUES SAFE THIS WINTER****

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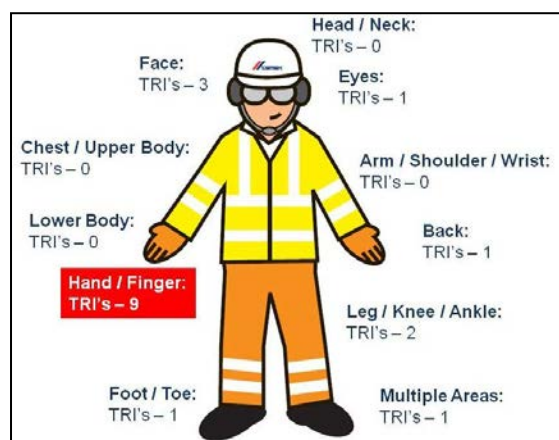
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**Lex Russell**  
Vice President, Aggregates & Asphalt

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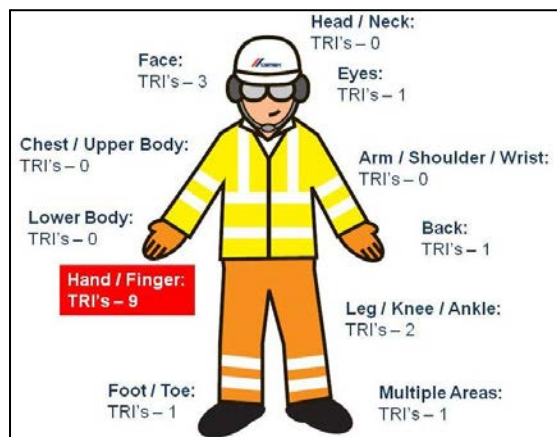
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**Martin Langvad - Regional Cement Operations & Technology  
Vice President for Northern Europe & the United Kingdom**

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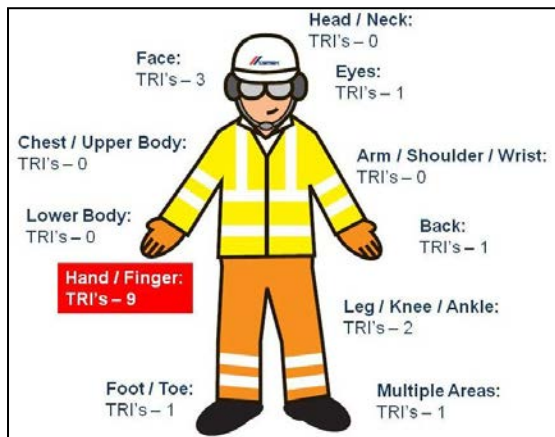
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- **R** – Can the risk be **Reduced**, by for example using safety knives with retractable blades?
- **I** – Can the hazard be **Isolated** from the operator, ensuring hand tools are in good condition, fitted with necessary guards and protective devices for example?
- **C** – Are the right **Controls** in place, with only authorised people carrying out tasks in accordance with effective safe systems?
- **P** – Is the correct **Personal Protective Equipment** being worn, including anti-cut gloves wherever there is a risk of a laceration to the hand?

In addition to hand injuries, an issue that has resulted in a significant number of accidents in the past is slips, trips and falls. After an unseasonably warm start to the autumn, forecasters are predicting a change in the weather throughout October, with wetter and windier conditions than of late and temperatures below average for the time of year. Now is the time to be thinking about what precautions we need to take to reduce the risk of slips, trips and falls when out and about on foot and also when driving this winter:

- **Is your site ready for winter?** Do you have stocks of grit-salt, de-icer and PPE? Is lighting adequate and are arrangements in place for frost protection and clearing / gritting areas?
- **Is your vehicle ready for winter?** Have you checked the fluid levels, including de-icer? Do you have an emergency kit and are your tyres, brakes, lights and mirrors all in good order?
- **Are you ready for winter?** Make sure you wear warm / reflective clothing (hi-vis on sites) and appropriate footwear. Use dedicated walkways and always Get a Grip on steps and stairways.

**Keep safe this winter...follow the Safety Essentials and ensure you look after yourself and each other!**



**Matthew Wild**  
Vice President, Commercial Cement, Building Products & Logistics

**FOLLOW THE **ERIC-P** HIERARCHY OF RISK CONTROL AND **KEEP YOURSELF AND YOUR COLLEAGUES SAFE THIS WINTER****

# WINTER FLU VACCINATIONS



Flu is a highly infectious illness caused by the flu virus. It spreads rapidly through small droplets coughed or sneezed into the air by an infected person. Some people are at



WATCH YOUR HEALTH

greater risk of developing serious complications of flu, such as bronchitis and pneumonia. The flu vaccination is offered to people in at-risk groups by the NHS.

**The flu jab:** Flu vaccination by injection, commonly known as the "flu jab" is available every year on the NHS to protect adults (and some children) at risk of flu and its complications. Flu can be unpleasant, but if you are otherwise healthy it will usually clear up on its own within a week. However, flu can be more severe in certain people, such as:

- anyone over the age of 65
- pregnant women
- children and adults with an underlying health condition (particularly long-term heart or respiratory disease) or weakened immune systems

Anyone in these risk groups is more likely to develop potentially serious complications of flu, such as pneumonia (a lung infection), so it's recommended that they have a flu vaccine every year to protect them.

**How the flu jab helps:** Studies have shown that the flu jab does work and will help prevent you getting the flu. It won't stop all flu viruses and the level of protection may vary between people, so it's not a 100% guarantee that you'll be flu-free, but if you do get flu after vaccination it's likely to be milder and shorter-lived than it would otherwise have been. There is also evidence to suggest that the flu jab can reduce your risk of having a stroke\*.

Over time, protection from the injected flu vaccine gradually decreases and flu strains often change. So new flu vaccines are produced each year which is why people advised to have the flu jab need it each year.

**Flu jab side effects:** Serious side effects of the injected flu vaccine are very rare. You may have a slight temperature and aching muscles for a couple of days after having the jab, and your arm may be a bit sore where you were injected. Most adults can have the injected flu vaccine, but you should avoid it if you have had a serious allergic reaction to a flu jab in the past.

**When to have a flu jab:** The best time to have a flu vaccine is in the autumn, from the beginning of October to early November, but don't worry if you've missed it, you can have the vaccine later in winter if there are stocks left.

**The flu jab for 2014/15:** Each year, the viruses that are most likely to cause flu are identified in advance and vaccines are made to match them as closely as possible. The vaccines are recommended by the World Health Organization (WHO).

The 2014/15 vaccine protects against three types of flu virus. This year's flu jab protects against:

- **H1N1** – the strain of flu that caused the swine flu pandemic in 2009
- **H3N2** – a strain of flu that can infect birds and mammals and was active in 2011
- **B/Massachusetts/2** – a strain of flu that was active in 2012



Even if you are not in one of the risk groups you can still obtain the flu jab from many local pharmacies or your own GP. *If you decide you want to have the flu jab and are not entitled to it free of charge **CEMEX will reimburse the cost up to a maximum of £20 on production of an itemised receipt.** To get reimbursed see your line manager who will complete the process for you* Note to Managers: The form for processing reimbursements is available on the SHIFT Health Community.

\*<http://www.nhs.uk/Conditions/vaccinations/Pages/flu-influenza-vaccine.aspx> (17.09.2014)

## HEALTH ESSENTIALS

BEING THE BEST

FOR FAMILIES



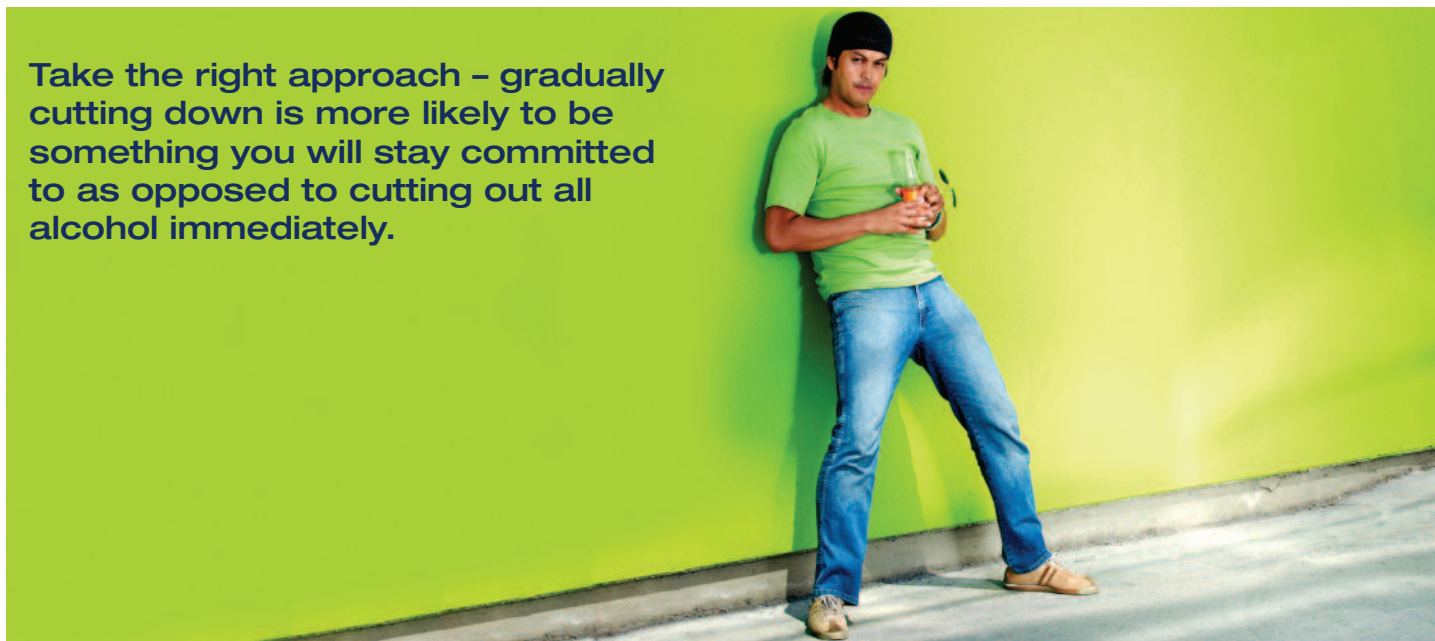




\*drink less

## Tips for cutting down

Take the right approach – gradually cutting down is more likely to be something you will stay committed to as opposed to cutting out all alcohol immediately.



**Ask for support** – tell friends and family that you're cutting down – they might be more supportive than you think. But beware, some people don't like to have their drinking behaviour challenged, so be prepared to defend your decision, or just tell them it's part of your new training programme!

### General tips

**Keep track of what you're drinking** – set a limit for what you're going to drink each day. Remember the recommended guidelines are no more than 3 to 4 units a day for men and no more than 2 to 3 for women, plus 2 days a week alcohol free.

**Understand your units** – check out the fact sheet 'Units values of popular drinks' so that you understand how many, of your favourite drink, you can have.

**Alternate alcoholic drinks with soft drinks** – pace yourself by having a soft drink or two after every alcoholic drink. It will also help stop you getting dehydrated.

**Anticipating a heavy evening** – avoid drinking on an empty stomach and make sure someone else is driving. Then afterwards make sure you go alcohol free for 48 hours to help your body recover.

**Be aware of the strength of drinks** – drink spritzers if you like wine, or pints of shandy if you prefer beer or lager; you'll get a larger drink, but one that contains less alcohol. If you prefer higher strength lagers, then opt for half pints.

### Cutting down at home

**Home measures** – It's worth buying an alcohol measure for when you drink at home to enable you to better keep a track of how much you're drinking. A really easy way of cutting down for wine drinkers is to buy small (125ml) glasses for the house.

**Buying clever** – buying beers and wines with a lower alcohol content could make a great difference; and keep a supply of non-alcoholic alternatives for general drinking and entertaining.

**Topping up** – don't top up your drink as it's hard to keep track of how much you are drinking.

### Cutting down when you're out

**Leave your debit or credit card at home** – that way you can't drink more than your budget allows.

**Avoid rounds** – don't drink at the fastest drinker's pace. Take control and be prepared to say 'NO'.

**Small is better** – make the recommended number of units go further by drinking beer and lager by the bottle or halves and wine by the smallest glass available.



\*drink less

## Tips for cutting down contd

### Other ideas for cutting down when you're out:

- Going out a bit later or just having your first drink later.
- Replacing some of your drinks with non-alcoholic or low alcohol drinks.
- Avoiding the quick drink situation - missing out the one at lunchtime or after work can make a huge difference over the week.
- Having at least two alcohol free days - take up a new interest if you find most of your social life revolves around the pub.
- Drinking longer drinks, and drinking more slowly.

### The benefits of cutting down

Remember the short and long term effects of cutting down on alcohol. Drinking less reduces the long term risks of serious diseases such as cancer, liver disease and stroke. In terms of the here and now, cutting down on alcohol will improve the condition of your skin; have a positive effect on your sleep; and can even boost your sex life.

### Stress levels

Some people drink to relax, but in reality alcohol can make you feel even more anxious. Try not to make alcohol key to your after work wind down, and try alternative stress-busters like exercise, having a relaxing bath, or listening to relaxing music.

### Weight

Remember alcoholic drinks carry a lot of calories, so cutting down on the amount you drink will have a significant impact on your weight and shape.

