



# Welcome to UK News 9<sup>th</sup> Dec 2015 your weekly update from around CEMEX UK

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## **BEING THE BEST FOR FAMILIES**

## LTI Free Congratulations To...



The Teams in Aggregates Scotland and Dove Holes Quarry who have reached 4 and 3 years LTI free respectively. Achievements such as this are the result of committed leadership and strong teamwork, and demonstrate that we can work without injuries if everyone takes the time to look after themselves and each other and STEP IN if they see anything unsafe.

#### **Take Care In The Winter Weather**



The recent strong winds and rain make driving conditions more hazardous. To help highlight the risks relating to winter driving, the Health and Safety Team are circulating a short film which outlines necessary precautions. If anyone requires a copy of the film they are available from your local Health and Safety Specialist.

## Simple, Effective and Can Save Lives ... A 'Window' Door



A new simple and effective safety measure, a door with a 'window' or the Vision door will help CEMEX drivers have better nearside vision for seeing vulnerable road users. The new measure, a simple glass panel fitted in to the bottom half of the nearside door, allows the driver to see the head and shoulders of anyone passing close to the vehicle.

The Vision door, which measures 50cm x 25cm, allows the driver to see a vulnerable road user such as cyclists and pedestrians in his or her peripheral vision and costs approximately £1,000 for a retrofit version. With new construction vehicles costing in excess of £125,000 and potentially having a 'life' of

10+ years, this and other safety measures such as mirrors, cameras and proximity sensors can be fitted retrospectively to help protect vulnerable road users.

The Vision doors in CEMEX vehicles were recently shortlisted for the Mineral Products Association Health and Safety awards for Blind Spot Reduction http://bit.ly/1X0X0Dn

The glass panels have been fitted to two LGVs, part of the CEMEX fleet of 25 vehicles based at Angerstein, near Charlton, delivering loads of sand and gravel to sites in London and the South East.

## **Dry Silo Mortars Receive Health & Safety Award**



Recently CEMEX did extremely well picking up a massive range of awards demonstrating our overall commitment to safety. Unfortunately representatives of Dry Silo Mortar were not able to attend in person to collect their awards so Andy Taylor arranged for Richard Claydon, CEMEX Global Health & Safety Director, to present the Highly Commended Certificate to the Dry Silo Mortar Team for their Leadership in Behavioural Safety, both within ourselves and on building sites when using our mortar silos. Richard also presented a certificate and winners trophy to William (Bill) Buckley for his individual personal contribution in putting together our silo training and assessment programme, and leading the change internally within the Dry Silo Mortar Engineering Team and in turn building sites across the UK.

## Think Safety Even In An Office...



The CSC at Rugby office recently held a Step In day where the Team were given a Near Miss Hazard Alert Health & Safety talk and shown the importance of Stepping In even in an office environment.

In the office there are plenty of opportunities for accidents... stairs, car park potholes, hot drinks, electrical equipment and heavy filing cabinets. Remember to Step In if you think there is something we can improve.

#### **BEING THE BEST FOR CUSTOMERS**

## **CEMEX UK - Best Solutions Provider, An Award For Lee Tunnel**



Richard Kershaw, National Technical Manager, RMX, was fortunate to attend the New Civil Engineer Tunnelling and Underground Spaces Awards Lunch last week.

He was pleased to report that UnPs (Tunnelling division of Morgan Sindall) won the Design Innovation of The Year award for the construction of the secondary lining at Lee Tunnel. A reminder, if you need it, that this was the concrete designed to be pumped 90m into the shaft, delivered by Auger trains up to 7Km, pumped a further 220m, have a consistence retention of 6hrs and achieve 2-5Mpa at 12-15hrs.

Richard commented: "It was great to see the Lee Tunnel project receiving recognition by the industry and I hope this is one of many awards to come for everyone involved."

Chris Leese commented, "It's often taken for granted by people how clever we can now make concrete for them. I know just how much angst we had to go through with the Lee Tunnel customer to find them a solution that worked. Awards like this are testimony to the 'quiet' work done behind the scenes by our Technical Department that enables our customers to achieve their objectives and win awards! Well done to everyone involved."

## **Great Progress For The CSC Team....**



Well done to the Team at the CSC in Rugby - there has been some fantastic feedback from internal and external customers. The new Team for external and internal sales have been working brilliantly and this is paying off with tender and call statistics improving.

Special mention to: Anna, Amy, Anita, Hannah and Debs who all got glowing feedback from customers for their helpful attitudes. As Stuart Keighley says: "What we know is that everyone can make concrete (even me!) so it's the way we interact and service our customers (both

internal and external) that matters and all helps win us great orders".

Here are some of the CSC Team sporting their fav Crimbo jumpers!!

## **Working As One CEMEX To Drive Quality**



ISO 9001 is the most widely recognised standard in the World and is a by-word for quality. Of course, CEMEX UK's businesses are certified to this standard to demonstrate our consistent high quality for products and customer service. ISO 9001 has recently been revised to reflect modern industry needs, and we must review our existing quality procedures to ensure they're ready for the transition to the new standard.

A cross-business group with representatives from Admixtures, Aggregates, Ash, Asphalt, Cement Commercial, Cement Operations, Concrete Products, Floors, Rail Solutions and Readymix has been convened to manage the transition. By working as ONE CEMEX we can identify best practice and collaborate to produce shared solutions to shared issues. Risk management, continuous improvement, quality critical training, document control, talent and succession are amongst the issues already evaluated and discussed.

Early ideas include using an app based platform for many documents so these can easily be accessed from desktop, laptop, tablet or smart phone. The group will be meeting again in the New Year to review progress and further refine our quality systems for the challenges ahead.

## **Great Customer Feedback For Asphalt In South Wales**



Congratulations to the Team for Asphalt in Wenvoe and Forest Wood Asphalt Plants. Both Teams received glowing feedback from customers for their service and the quality of product. Communication was also excellent which has provided excellent rapport with the customer and the opportunity to build a long term customer relationship. This is the product of great Team working across all of CEMEX UK – Planning Team at Thorpe, Operation Logistics and Technical Teams. Thanks and well done to all involved.

## **BEING THE BEST FOR SHAREHOLDERS**

#### Jesus's Roadshow Dates For Your Diaries



Jesus will hold his annual roadshows next year from Monday 25<sup>th</sup> Jan – Friday 29<sup>th</sup> Jan. Everyone is invited to come along and hear from him how we have done as a whole in the UK in 2015 and what we need to do in 2016 to achieve our goals. As most of you will know 2016 is an important year for our business and we need as many of you as possible at the roadshows to hear and spread the message to colleagues.

This is the only time to hear face to face from Jesus how the whole of the UK business is doing and to quiz him on our performance. It important that as many of you as possible from all over the business try and attend or send a representative to one of the meetings.

Here is the itinerary. We will be sending out reminders too.

# MONDAY 25<sup>th</sup> JAN 2016

8.30 – 10.00am - Hilton Strathclyde Hotel, Phoenix Cres, Bellshill, Nth Lanarkshire, ML4 3JQ 3 – 4.30pm - Daresbury Park Hotel Chester Road, Daresbury, Warrington, WA4 4BB

## TUESDAY 26tH JAN

9 – 10.30am - Stockton Office, Camden House, Clearwater Park, Thornaby, Stockton on Tees, TS17 6QY

3 - 4.30 pm - Holiday Inn, Doncaster A1 (M) Jnc 36, High Road, Warmsworth, DN4 9UX

## WEDNESDAY 27th JAN

9 - 10.30am - Huntingdon Racecourse, Brampton, Huntingdon, Cambs, PE28 4NL

3 - 4.30pm - Main hall, The Benn Hall, Newbold Road, Rugby, CV21 2LN

## THURSDAY 28<sup>TH</sup> JAN

10-11.30 am - Matthew Le Tissier Suite, (Saints FC) St Mary's Stadium, Britannia Road, Southampton, SO14 5FP

3 - 4.30pm - Holiday Inn, Filton Rd, Bristol, South Gloucestershire BS16 1QX

## FRIDAY 29<sup>TH</sup> JAN

10 - 11.30am - Thistle Brands Hatch Hotel Brands Hatch, Dartford, DA3 8PE 2 - 3.30 - Thorpe office, Coldharbour Lane, Thorpe.



## What Does To Act With Integrity Mean?



Fernando Gonzalez, our Global CEO, wrote this blog to explain what our global value to act with integrity means to him.

"I want to share some insights about our fifth and final value: Act with Integrity. Through this value we conduct our lives in a way where our actions speak louder than words. Integrity means we do what we say we'll do, live up to our commitments and respect our co-workers.

Following our Code of Ethics, we must conduct all of our interactions honestly, transparently, and positively, while caring for our people and our World's natural resources.

We build trust and collaboration by keeping our promises, leading by example, and aligning our words with our actions.

To act honestly and transparently in every interaction, we must not only understand right from wrong, but also practice what we preach. We must further demonstrate strong moral judgment, maintain trusting relationships, and encourage the open expression of views and opinions.

Consistent with our Code of Ethics, we are compelled to always do the right thing. This may require courage in the face of conflict and a willingness to make tough decisions that are in the best interests of the company.

High standards of integrity require us to care for our people, our communities, and our natural resources - demonstrating a clear devotion to the World in which we live. At CEMEX we are completely devoted to keeping our promises. We are people who our customers and suppliers can rely on to do the right thing.

As a leading global company we are the best at what we do and how we do it. Accordingly, I count on your full support to reach ever-higher goals to build a better, stronger future for CEMEX".

Although this article is in the Best for Shareholders section, our actions and behaviours at work really span all of our stakeholder groups.

# "Quality Means Doing It Right When No One Is Looking" - Henry Ford



In November, Dove Holes Quarry received the external auditor from CPC for the annual audit of the aggregate operations. He looked at all aspects of the site, the road and rail loading operations, the quarrying itself, technical, maintenance, training and the distribution via the weighbridge. Over the course of the day he interviewed many people about what they do and how they control quality.

Barry Mottershead, Plant Technician, commented: "We have just had the report back from CPC and they found no non-conformities and no observations. This is a tremendous performance for an operation the size of Dove Holes and I am

pretty sure it's the first time it has happened. It is a deserved reward for the hard work of the Dove Holes Team over the past year, from the top down, and something to be proud of. The auditor went away impressed with the attitude on site and was full of praise for the progress we have made since 2014.

"Quality is remembered long after the price is forgotten" - Aldo Gucci

"Quality is not an act, it is a habit" - Aristotle

All the great champions of quality talk about continually reviewing what you do.

To this end the Team at Dove Holes will continue to look for areas where we can make improvements to our system and culture, so we can repeat this excellent result in 2016. Thank you to everyone who made this result possible".

## **BEING THE BEST FOR COMMUNITIES**

## Cluster 15 In The Manure, Come Up Smelling Of Roses!



On Wednesday 2nd December Sally Token, Sales Rep RMX Central, herded up the lads to take part in a Lend-A-Hand day at the Bedford and District Handicapped Riders Association HQ at Willington in Bedfordshire.

The Team consisted of Barry Baseley, Steve Buckland, Darren Haward, James Taylor and Sally. Their jobs for the day included clearing the poo from the paddocks, cleaning chairs for their Christmas party to be held the following week, moving a muck heap, clearing all the leaves from their garden and helping them assist their visitors from nearby schools to ride on the ponies.

Sally takes up the tale: "The children riding on the day had varying degrees of disability and it was just so satisfying to see how much pleasure they got from their experience. We were told just how much they look forward to the riding each week, and if they are being naughty often the mention of not being able to attend the riding session was a very good incentive to them in approving their behaviour!

One young lady fell in love with Steve and James and as they were walking by her side assisting the handler of the horse, she would lean down and put her arms around each of their necks. They all said how smitten she was with them both!

The whole day was really awe-inspiring. One lady, who could barely walk, rode the horse with no stirrups - this really does take some doing even for the most accomplished of riders. All of our efforts were well rewarded on the day and everyone involved had a great day."

## **Save Your Christmas Stamps To Save The Albatross**



Help us stamp out Albatross deaths by giving the RSPB your used postage stamps - we can convert them to cash. In 2015 your stamps helped us raise £13,000!

#### So, how does it work?

We sell the stamps on. Each stamp has a small value but in large quantities they're valuable. When you send in your stamps you're helping give

Albatrosses a brighter future. For example, £50 worth of stamp sales will buy a tori-line (bird scaring device) for a longline fishing vessel.

Albatrosses are the largest flying birds in the World, but it's estimated that around 80,000 of them are killed each year by longline and trawl fishing vessels. Unfortunately, many Albatrosses die trying to grab an easy meal from the baited hooks meant for fish, such as Tuna. Seventeen of the 22 species of Albatross are threatened with extinction.

Thankfully, solutions exist. In 2005 the RSPB, in conjunction with BirdLife International, created the Albatross Task Force (ATF) - a Team of people who work with fishermen to advise them of the simplest and most effective ways to avoid accidentally catching and killing these iconic birds. Techniques such as using weighted lines to make baited hooks sink more quickly and the use of bird-scaring (tori) lines to deter the birds from the stern of fishing vessels are simple, yet effective measures.

The charity's stamp appeal, which has made over £100,000 since it began in 2004, encourages people to save stamps from their Christmas post and donate them to the RSPB to raise money for its Save the Albatross campaign.

## The stamp scheme works in two ways:

**Loose used stamps**: We raise up to £6 per kg for UK stamps and £15 per kg for foreign stamps. Please send loose stamps directly to the dealer, pre-sorted into UK and foreign please, to: RSPB Stamps, PO Box 6198, Leighton Buzzard, Bedfordshire LU7 9XT. Please do not send any non-stamp related correspondence or donations to this address.

We ask that **stamp albums**, **first day covers and rare stamps** (**pre 1970**) are sent to: Save the Albatross Stamp Appeal (Special Stamps and Albums), RSPB, The Lodge, Sandy, Beds, SG19 2DL. Please do not send loose stamps here. We will send to a specialist auction house to achieve the best price we can. If you send us your details in the package then we can let you know how much they raise.

Unfortunately, due to lack of resources, we are unable to collect stamps from you.

#### Do I need to take the stamp off the envelope?

Yes please - just tear off the corner with the stamp, ideally with no more than a quarter of an inch border.

"Not many people will be fortunate enough to see an Albatross, but everyone can take a role in trying to help them. If everyone could be encouraged to send in their stamps to the appeal these birds would have a brighter future." Jenny Oldroyd, CEMEX UK Biodiversity Advisor.

To find out more about the work of the RSPB and BirdLife International's Save the Albatross Campaign log on to: www.savethealbatross.net

## MPA Lunch Raises £6.7k For Construction Youth Trust



The recent MPA event heard presentations from Regional Chairman, Ross Snape, and England Rugby International, Lawyer and Broadcaster, Brian Moore.

At the lunch MPA members generously donated £6,700 for the Construction Youth Trust.

**Construction Youth Trust** is a charity helping young people in England and Wales to build better futures by giving them access to training, education and employment opportunities in the construction industry. The charity supports young people whose journey to work may be challenging due to barriers such as financial circumstances, lack of awareness of opportunities, low self-esteem, gender or ethnicity.

Image: Brian Moore, England Rugby International, Lawyer and Broadcaster.

## BEING THE BEST FOR EMPLOYEES

#### Thanks For Your Effort November Winner Is...



Roger Taylor, Ops Manager for RMX Cluster 7 - Due to a plant breakdown in Sheffield we were late delivering to a customer. Roger went out with the last loads at 6.30pm to help calm the customer - it was a success. Well done Roger for going out of your way to give great customer service.

#### Thanks For Your Effort November Nominees Are...



Congratulations also to the November nominees:

**Arthur Grimshaw**, Plant Supervisor and **Tony Lynch**, IHC, RMX Durham.

Tony stepped in on a site this week when he saw a young man wearing trainers whilst handling concrete. After highlighting the

dangers of concrete burn he felt the Site Manager hadn't taken the issues seriously. Tony then rang Arthur who phoned the site owner who immediately sorted the issue out.

#### Dave West, Electrician, RMX Sheffield.

The Sheffield Plant, broke down at 4:45pm. The Ops Manager rang Dave who was about to set off to watch his beloved Manchester United. He said: "Don't worry, I will be straight over." Dave got to Sheffield 40 minutes later and set about getting the plant running again. They were up and running within the hour, but Dave did miss his match.

#### Alan Woods, Frank Kehoe, Dave Bold and David Cornwall – Asphalt Liverpool.

The Team have been working nights for 3 months. They also come back after the shift end to serve two customers who can only lay after 5pm. They work every Saturday morning and every other Sunday morning. Their Teamwork and dedication to customer services is fantastic. They have respect and return business, and a great reputation for customer service. Thank you all for your great work.

## **Sonam Sharma**, Compensation Manager HR.

Sonam took the opportunity to develop a new HR app through a co-ordinated trial with employees and collaborated well across functions to bring the app to fruition to make life easier for employees without computer access.

## **Brian Dale and Asphalt Springetts plant staff.**

Brian Dale, a plant operative at Springetts Asphalt plant, has created and constructed an easy to handle portable spillage tray on wheels. This allows spillages from the plant to be removed and discarded more easily than previously before, reducing manual handling and helping reduce the chances of slip, trips and falls.

#### Julie Turner, Coates Sales Rep, Asphalt.

Julie acted as the External Sales Rep in the Cumbria region whilst covering a colleague's maternity leave, as well as covering her normal position as Sales Rep in NE Asphalt.

## George Atherton - National Sales Administrator, Rugby.

George works tirelessly resolving Northern Asphalt queries at Rugby. Although he is not a member of the Asphalt Team he works very closely with the Commercial Team to proactively close out queries in a very efficient manner. His input is invaluable to the query resolution process.

Thank you to everyone mentioned here. We all know they are just the tip of the iceberg and our success as a company is only due to everyone doing a great job day in day out. Well done Team CEMEX UK.

## **Cracking Christmas Bargains From CEMEX Lifestyle**



CEMEX Lifestyle offer some cracking deals for Christmas exclusively to CEMEX employees. They include money off everything from clothes, food, wine, dining out, gift ideas, fashion, toys, electrical goods, Apple products, B&Q, days out and much more.

To make the most of these deals visit www.cemexlifestyle.co.uk or call 01908 352133.

#### **Internal Vacancies**

IVC Ref	Position	Company	Location	Closing date
349-11-2015	External Sales Representative	Asphalt	North East	14/12/2015
350-11-2015	Plant Operative	Asphalt	Leith Coating Plant	11/12/2015
351-11-2015	Weighbridge Operative	Aggregates Northern	Dove Holes Quarry	09/12/2015
352-12-2015	Commercial Development Estimator	Paving Solutions - Cementitious	Sheffield Office	21/12/2015

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.





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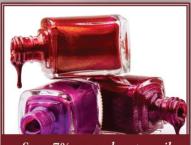
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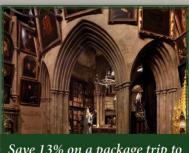
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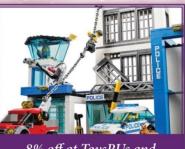








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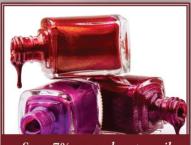
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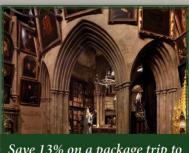
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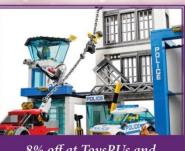
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