



Welcome to UK News 7 Jan 2016
your weekly update from around CEMEX UK

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BEING THE BEST FOR FAMILIES

Getting Better in 2015; Target Zero in 2016



A message from Jesus: “Congratulations to everyone for reducing the number of UK LTIs in 2015 – it was the lowest number on record for any year on our history. Although this is good news it is not ZERO yet and we should continue working very hard to achieve our ZERO target.”

Great Strides in Haulier Contractors' Standards



Great strides were made in 2015 by CEMEX to ensure more subcontractors used by the company met the standards of the Fleet Operators Recognition Scheme (FORS).

By the end of 2015, 169 subcontractors in CEMEX Logistics, covering aggregates, asphalt, bulk cement and building products, were FORS registered or accredited.

While in Readymix concrete, where all the operators are independent haulier contractors (IHC), the Greater London fleet of 66 operators are all accredited.

For the Readymix business a key element for their success in 2015 was working with FORS to instigate a quality management system which would help individual hauliers to achieve accreditation. In 2016 work will continue with IHCs who operate in major conurbations outside London.

In the aggregate and asphalt business, 150 subcontractors who transported over 65% by volume of aggregates and asphalt in 2015, were FORS registered or accredited. The target for 2016 is over 80%.

FORS is a voluntary certification scheme run by Transport for London (TFL). Last month TFL announced that there were more than 3,500 registered accredited operators, highlighting ever increasing support for the scheme and commitment to raise professional standards.



A Sobering Reminder...



Before Christmas CEMEX UK and CAPE contractors received substantial fines at the hearing into the tragic death of John Altoft, a contractor who was working at the Rugby plant during the 2012 shutdown.

Since the incident we have worked closely with the Health & Safety Executive to develop netting and airbag solutions to prevent this kind of accident ever happening again.

We once again extend our profound sympathy to the family and friends of John Altoft. It is of deep regret and sadness that the incident occurred despite strict health and safety procedures that were in place for both contractors and employees at our Rugby cement plant. This is a sobering reminder to us all of the importance of safety.

Haulier Health and Safety Leadership Days



In the UK CEMEX works with over 500 subcontract hauliers to help our own fleet in delivering aggregates and asphalt to our customers. Ensuring we work with hauliers that have a commitment to improving Health & Safety performance and standards is of the utmost importance.

Each year our 3 Commercial Haulage Capacity Managers (Ronnie Simpson, Mark Fennell and Callum McPhillips) host Haulier Health & Safety Leadership Days in order to engage our subcontract hauliers on Health & Safety issues, industry developments and sharing best practice. During 2015 we saw a record turnout at the 5 events held at Uddington, Stockton, Preston Brook, Rugby and Thorpe. The events saw the attendance of 50 of our subcontract hauliers who are responsible for safely delivering over 5 million tonnes, or 58%, of our subcontractor volume between them!

Topics covered included Safety Alerts, Vulnerable Road Users, CLOCS & FORS, Step In and Driver Health - we even managed to get the Mercedes Econic to the Rugby event for our hauliers to get a close up view.

In 2016 the events will be even bigger and better with plans in place to host 7 events across the country to enable us to engage even more hauliers on the journey to Zero injuries.

BEING THE BEST FOR CUSTOMERS

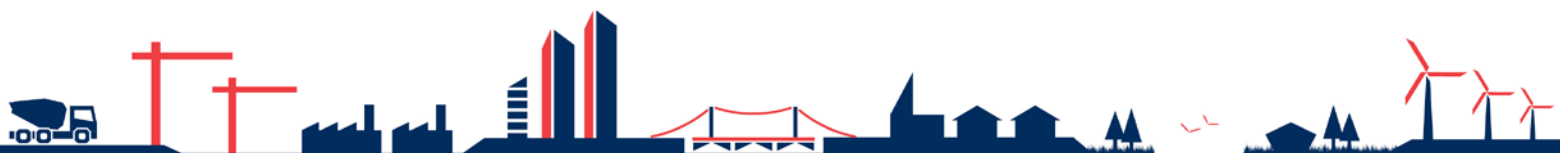
A Million Reasons to Smile



CEMEX Dry Silo Mortar has hit the 1 million tonnes sold since it opened in 2002.

The lion share of the production has been supplied from its Dove Holes plant near Buxton Derbyshire, but it has been aided by Braintree dry mortar plant in Essex which opened in 2008.

We now have over 520 silos on building sites across England and Wales, and supply to a wide customer base including commercial and house builder outlets.



We have also won national awards for our specialist mortars in Piccadilly, Manchester, and supplied mortar to the Velodrome and the Handball centres in the Olympic Park. In Rugby we also supplied a range of coloured mortars to the Warwickshire College Group - Sports Centre, and a bespoke colour match for bricks used in the Asda Superstore. The business continues to move from strength to strength as we develop new materials and explore new markets - roll on the next million!

BEING THE BEST FOR SHAREHOLDERS

RMX Scotland 100%



Congratulations to Readymix Scotland on 100% of their plants achieving ISO 14001. This means that the whole of our RMX operations have now been accredited.

Jesus's Roadshow Dates For Your Diaries



Jesus will hold his annual roadshows from Monday 25th Jan – Friday 29th 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 an opportunity to hear directly from Jesus how the whole of the UK business is doing and to quiz him on our performance. It is 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 25th 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 28TH JAN

10 – 11.30am - 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 29TH JAN

10 – 11.30am - Thistle Brands Hatch Hotel Brands Hatch, Dartford, DA3 8PE

2.30 – 4pm - Thorpe office, Coldharbour Lane, Thorpe

BEING THE BEST FOR COMMUNITIES

Challenge Yourself for Nature!



Are you, your friends or family keen runners or cyclists? Join Team RSPB and be part of some of 2016's key cycling and running events!

Celebrating the legacy of the 2012 Olympics, the Prudential RideLondon-Surrey100 is the UK's premier amateur road race. Starting in the Olympic Park the race follows a closed-road route through London into Surrey's rolling countryside and finishing, in style, on The Mall.

Starting in Newcastle upon Tyne, the Great North Run is recognised as the world's greatest half marathon and runs from the iconic Tyne Bridge right out towards the coast in South Shields.

The Royal Parks Foundation Half Marathon sees 16,000 runners follow a 13.1 mile route through Central London, taking in the capital's world-famous landmarks on closed roads and four of London's eight Royal Parks — Hyde Park, The Green Park, St James's Park and Kensington Gardens.

Join Team RSPB!

If you, your friends or family would like to be part of these fantastic challenge events and raise funds for the RSPB, please contact our Community Fundraising team at challenge@rspb.org.uk **by** 29 January 2016.

Our runners and riders will be selected in early 2016 and will be fully supported through their training regime and fundraising efforts. All team members will pay a small registration fee and commit to a fundraising pledge. In return, each team member will be provided with a high-quality RSPB team jersey or vest for race day.

Entrants with their own confirmed ballot places in these or other challenge events are also very welcome to join Team RSPB and will be fully supported in their training and fundraising efforts.

The Prudential RideLondon-Surrey100 will take place on 31 July 2016, the Great North Run on 11 September 2016 and the Royal Parks Foundation Half Marathon on 9 October 2016.



Hedge Management...



Hedges are a fundamental part of the British countryside forming important wildlife corridors for a wide variety of species. However, they need regular specific management to ensure that their ecological value is maintained.

Hedges can act as a shelter and refuge for wildlife as well as a practical barrier for stock control and property owners so long as they do not grow out of control and become unsightly, cause issues with neighbours (joint responsibility) or impeding access.

Benefits for wildlife and people:

- A well managed hedge looks tidy and is aesthetically attractive where correct management maintains its purpose as a screen for privacy and an effective security barrier.
- Cutting needs to be undertaken at the right time (outside the bird nesting season, May-Aug) but this should not be reduced to the point where the hedge does not provide shelter, safe foraging and breeding opportunities.
- Correct management can increase yields of fruit; berries etc, so it is important cutting does not take place until these vital natural foods have gone.

Managing:

- Encourage a bushy and dense a hedge by cutting at least half of the new seasons growth to within 2cm of the previous year's growth.
- Most hedge plants, such as Hawthorn, flower and fruit on the previous year's growth, therefore, cut only a proportion each year to maintain an annual cycle of flowering and fruiting.
- Taper the sides of the hedge towards the top, so in cross-section it resembles a flat-topped 'A'. This allows light and rainwater to reach the lower foliage as well as the ground at the base.
- Old, gappy hedges can be rejuvenated by laying or by coppicing. Cut stems to within 10–15 cm of the ground. Fresh growth developing from the base creates a dense hedge with correct trimming.
- Dead and decaying wood is an important resource for wildlife. Leave any cuttings discreetly in the base of the hedge or a nearby shrub bed.
- Do not cut hedges during the breeding season, usually but not exclusively between March and August. It is an offence under Section 1 of the Wildlife and Countryside Act of 1981 intentionally to take damage or destroy the nest of any wild bird while it is in use or being built.

For more advice contact: Conservation-advice@rspb.org.uk

The Second Day of Christmas Brought Three Turtle Doves to CEMEX Quarries...



The second day of Christmas is December 26 and as most carolers know, that's the day a true love will give the gift of two Turtle Doves. This year a joint effort is being made between CEMEX in the UK, Spain and in France, along with BirdLife national partners, in a project to create much-needed nesting habitat along the Turtle Dove's flyway, have achieved one better: three juvenile European Turtle Dove have been observed at CEMEX quarries in the UK this year.

Sadly, the Turtle Dove was up-listed to Vulnerable globally in 2015 on the IUCN Red List by BirdLife (the Red List authority for birds). Nationally, their UK population is currently halving in number every six years making the Turtle Dove the UK's fastest



declining bird.

Knowing that there is a very real chance the Turtle Dove could be lost from the UK in the near future, in 2014 CEMEX and the Royal Society for the Protection of Birds (RSPB, BirdLife in the UK) embarked on a 3-year pilot conservation project at CEMEX quarries in central England. This is supporting the work of Operation Turtle Dove – a partnership between the RSPB, Conservation Grade, Pensthorpe Conservation Trust, and Natural England. Together, they are identifying the primary causes of the decline, developing and delivering practical solutions for the species.

Now in the second year of the conservation project, CEMEX have sowed a special seed mix for the birds at a fifth UK quarry and are surveying a total of ten CEMEX quarries in the UK twice each breeding season using CEMEX staff and local volunteers. We are delighted to report that Turtle Doves have been found at two of these quarries, including three juveniles, so it is very likely that they were born on a CEMEX site this year. With support from RSPB's conservation scientists, the intervention will be assessed to determine the effectiveness.

Rob Doody, CEMEX's Director for Aggregate Operations, CEMEX UK said: "This project is so important in saving this iconic bird. It highlights the positive impact that we can make on the natural world. The balance between the natural and built environment is a delicate one which must be preserved not only for nature but future generations."

BEING THE BEST FOR EMPLOYEES

Congratulations to John Kirby



John Kirby, Southam Quarry Manager, has just achieved the qualification MPQC Level 6 Diploma in Health, Safety and Environmental Management for the Extractive and Processing Industries. This achievement is a culmination of 2 years hard work and study by John which included extensive practical assessment and demonstration of continuous competency development.

The photo shows John being presented his certificate by Philip Baynes-Clarke, Vice President Cement Operations.

Organisational Changes



Congratulations to the following for their new roles within CEMEX UK.

After the decision to return to a Cluster based structure in Northern region, it has been announced that **Jeff Fielding**, currently Readymix South East Sales Manager, has been appointed **as** Readymix Cluster Manager for Cluster 3, reporting to Craig Williamson - Regional Director.

Chris Leese would like to congratulate Jeff and wish him the very best in his new role.



Neil Farmer, current Director Aggregates - Dove Holes and Depots, has been appointed Aggregates and Asphalt Supply Chain Director reporting to Lex Russell, VP Aggregates and Asphalt.

Rob Doody, current Operations Director Aggregates, will take on responsibility for Dove Holes and depots.

The UK Business Performance teams will become part of the Planning and Administration function. As a result the Business Performance Directors, **Clare Pickering, Neil Palmer and Kevin Hayman, will report directly to Hector Tassinari**, Planning & Administration Vice President for the UK.

Clare Pickering will also continue to report to Matthew Wild as part of her responsibilities for Commercial Administration, Credit Control and Logistics Administration.

These changes are effective immediately. Congratulations to all those taking on new roles!

Welcome to the World of Rugby Jack!



Roger Taylor, the Operations Supervisor for Cluster 7, would like to take this opportunity to introduce you to his first Grandchild.

Jack Matthew Taylor was born at 01:15 on the 29th December weighing in at a very healthy 9lb 3oz.

Watch out for his name on the team sheet for the 2035 Rugby World Cup!!

Baby, Mum and Grandad are all doing well...



Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
363-12-2015	Quarry Operative	Aggregates Central	Rugeley Quarry	08/01/2016
364-12-2015	Day Shift Electrician	Aggregates Northern	Dove Holes Quarry	08/01/2016
365-12-2015	Production Operative	Concrete Products	Wickwar Works	08/01/2016
366-12-2015	Rail Operations Coordinator	Aggregates - East	Barrington Landfill - Cambridgeshire	08/01/2016
367-12-2015	Production Administrator	Building Products	Northfleet	08/01/2016
368-12-2015	Sales Representative	Readymix Northern	Cluster 6	08/01/2016
369-12-2015	Internal Sales Representative	Aggregates Southern	Thorpe Office	22/01/2016
370-12-2015	Planner	Aggregates Southern	Thorpe Office	08/01/2016
371-12-2015	National Operations & Purchasing Planner Agg & Asphalt	Aggregates National Operations	Oldbury Office	15/01/2016
372-12-2015	Volumetric Concrete Delivery – Lead Driver	Readymix Northern	Cheshire	08/01/2016
373-12-2015	Operations Team Leader	Readymix Northern	Cluster 7	08/01/2016
001-01-2016	Multi Skilled Operative – Primary Backshift	Aggregates Northern	Dove Holes	15/01/2016
002-01-2016	Multi Skilled Operative – Primary Dayshift	Aggregates Northern	Dove Holes	15/01/2016
003-01-2016	Internal Sales Representative	UK Readymix	Rugby Office	20/01/2016
004-01-2016	Relief Plant Supervisor	Southern Readymix	Sussex/Surrey Cluster 24	15/01/2016
005-01-2016	Weighbridge/Multi Skilled Operative	Asphalt	Birmingham Coating Plant and Depot	22/01/2016

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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