



Welcome to UK News 13th Jan 2016
your weekly update from around CEMEX UK

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BEING THE BEST FOR FAMILIES

Sign Up To Our NE Health & Safety Days In March



Don't forget to attend a Health & Safety day if you are in the NE during March.

Here are the dates and locations and contact Kevin Cage, NE Ops Manager, to book on to one – Tel: 07702 240608 or email: kevin.cage@cemex.com

He is especially keen that anyone in our Cement Teams sign up.

North East	1st March 2016
North East	2nd March 2016

Doncaster Holiday Inn J36 of the A1

North East	8th March 2016
North East	9th March 2016
North East	10th March 2016

Scotch Corner – Holiday Inn

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

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

LTI Free Congratulations To...



The Team at the National Technical Centre in Southam who have remained Lost Time Injury free since the Centre was established 10 years ago, at the start of 2006. The Team are always keen to Step In and look



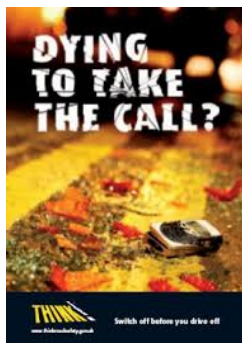
after each other and any visitors. This has no doubt contributed to this great success.

Congratulations On Another Zero Week....



It goes to show that Zero is possible, so please carry on being vigilant and 'Stepping in' to make Zero a reality again this week.

Mobile Phones And Driving....



Before the end of year the Global Standards for Mobile Phone Use (in the download section) were endorsed by the CEMEX Executive Committee; the Standards were developed following extensive consultation and pilot exercises around the world which involved parts of our UK operations. The aim of the Standards it to help align and strengthen company policy in respect of mobile phone use while driving, significantly reducing the potential for distractions for our drivers.

Our National Road Safety Improvement Group is meeting later this month and will review our existing UK Policy on the Safe Use of Mobile Phones to ensure we are aligned with the new Global expectations and also consider what further measures we can implement to ensure we reduce the potential for road traffic incidents resulting from the use of mobile phones whilst driving. In the meantime, a new Video Safety Alert on the Use of Mobile Phones has been developed. Managers and Supervisors are encouraged to download the Alert using the following link and share / discuss it with their Teams:

<http://we.tl/VmnwdEe4JM>

It should be noted that the link will only remain active for the next week and in some cases it may not be possible to download the film via a VPN connection.

BEING THE BEST FOR CUSTOMERS

Who You Gonna Call?....



When a customer has an emergency and needs material fast dial Middleton Quarry for a fast response.

A call was received around 11.30am Friday morning from Construction Marine with a requirement for 2,500 tonnes of various materials to be delivered to a site near Hexham that had suffered a land slip on to the local rail line. Deliveries were required Saturday and Sunday. By 2pm, after many calls between Quarry Manager, Weighbridge, Sales Office, Buyer, Site Manager and Logistics, an order was secured and over 20 trucks were ready to supply a site more than 30 miles away.



A great result, a very happy customer and a chance to secure more work on the same site.

Thanks to the Team at Middleton Quarry, in particular Maurice, Chris and Tony who gave up their weekend to provide a first rate service and deliver all that was required.

Not Everyone Got A Christmas Break...



Over the last year our RMX Team in Scotland has been delivering concrete on night shift work to our customer ABC. The contract is for the electrification of the Glasgow to Edinburgh rail line where we supply concrete for the tower bases. This has been a great success for us and has meant we can secure additional work due to our expertise in supplying night shift rail work.

Edith Brown, Sales Rep at Uddingston, takes up the story: "I had a meeting with John Brown from ABC approximately two weeks before Christmas and he intimated that he would be looking for concrete over the Christmas and New Year period. He was looking for our plant to be open constantly from 11pm on the 24th December until 6am on 3rd January when normal night shifts would resume. He was working on 12 hour shifts with approx. 30 metres per shift. I thought - 'WOW' that's a big ask!

We had a meeting in the office with Alan Caird, our Operations Manager, who set about getting costs together for cement to be delivered over the holidays, additional aggregate deliveries, and he had to speak to our plant staff and batchers.

We then worked out an opening charge per shift that we were comfortable with. This was agreed with their Buyer and it was a great relief on Christmas Eve to receive the order number for the holiday working charges.

I have since taken a call from John Brown to thank us for helping him make his life easier and to say a big 'thank you' to all CEMEX staff involved.

This work has enabled Scotland to get off to a flying start to the New Year and what's also good is that last January we were only a back-up supplier as our price was higher, but during the year they were let down by their key supplier during night shifts so we have become their preferred supplier.

I would like to thank all our batchers, drivers and shipping staff who gave up their relaxing holiday time to service our customer. It makes me proud to work with such a great Team."

Customers First - Santa Can Wait !



Once again we, at CEMEX, have demonstrated our commitment to both our customers and the wider community - Congratulations to all the employees involved in the successful supply to two Network Rail projects through our customer, CML (Construction Marine of Leeds), on the evening of the 25th December starting at 9pm and scheduled to run through until 9.15am on the 26th December 2015 from our Scunthorpe Plant (out of hours charges were applied of course).

David Boyall, RMX Sales Rep in Lincoln, continues the story: "The projects required



the dismantling of existing road bridges and the re-instatement of new structures within a very restricted timeframe, hence not only was supply of paramount importance but also the performance of the concrete we supplied. CEMEX, as usual, had the answer - 'Promptis'.

Promptis is already a firm favourite with Network Rail in Cluster 12 where many previous projects have benefitted from the use of Promptis. This was quickly approved by CML's client Network Rail for use at both sites. A total of 60m³ was supplied to the sites during the course of the night.

The two projects were completed three hours ahead of schedule to the delight of both our client and Network Rail.

Our client has also confirmed today that the CEMEX Promptis 37 exceeded the target strength required at 20 hours of a minimum of 10n. It achieved 30n giving both the client and Network Rail further comfort in the success of the product supplied."

BEST FOR CUSTOMERS - their targets met and exceeded, BEST FOR COMMUNITIES - roads opened on time with disruption kept to a minimum.

Just Ci Leads To Creative Thinking



It is interesting to see the variety of ideas that are being generated in the quarries as a result of the implementation of Just Ci. Although the majority of ideas are to reduce costs we have also seen a number of safety, quality and customer service improvements.

Mick Ripley, Ops Manager NW, comments: "In the North West Area I was particularly impressed with the following idea at Raynes Quarry; in hind sight it was a simple fix though required a different approach and innovative thinking to solve the issue.

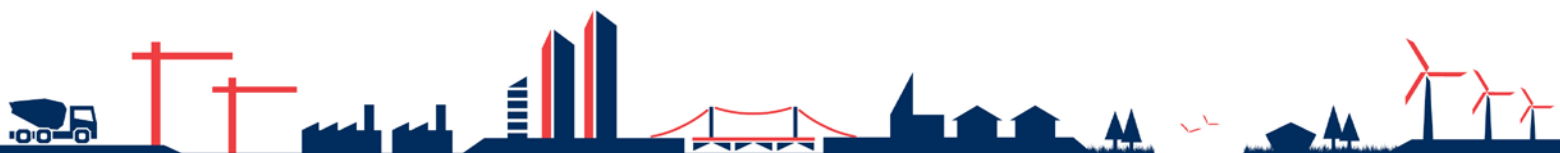
For some time the quality of the washed 4/6mm in Raynes has suffered as a result of excess water carried over from the washing screen falling from the return conveyor and contaminating the product with silt. A variety of fixes have been tried over the years with limited success. This time the quarry staff came up with a solution that involved taking the water out of the product at the tail end of the conveyor. This has reduced customer complaints and eliminated waste. Top idea from a Top Team."

BEING THE BEST FOR SHAREHOLDERS

UK Welcomes Jaime Elizondo




Last week the UK Top Team welcomed Jaime Elizondo, (centre of pic) the new European President for CEMEX. The Team spent the day talking Jaime through the UK business.



You Are Invited To Jesus's Road Shows

Pass The Baton Safely In

2016



CVA+16


You are invited to one of my roadshows starting on Monday 25th January.

Find out what we got better at in 2015 and how that places us for the target challenge of 2016. You are vital to our success, please come along and find out why.


Please check with your line manager if you would like to attend.

If you have questions to send in you can post them on my Open Line blog in Shift or email me: jesus.gonzalez@cemex.com.

I look forward to seeing you.



Jesus
Jesus Gonzalez, President CEMEX UK.



On The Road Again...

DATES, TIMES AND PLACES

Monday 25th January
 8.30 - 10.00am Hilton Strathclyde Hotel, Phoenix Cres, Bellshill, Nth Lanarkshire, ML4 3JQ
 3.00 - 4.30pm Daresbury Park Hotel Chester Road, Daresbury, Warrington, WA4 4BB

Tuesday 26th January
 9.00 - 10.30am Stockton Office, Camden House, Thornaby, Stockton on Tees, TS17 6QY
 3.00 - 4.30pm Holiday Inn, Doncaster A1 (M) Jnc 36, High Road, Warmworth, DN4 9UX

Wednesday 27th January
 9.00 - 10.30am Huntingdon Racecourse, Bampton, Huntingdon, Cambs, PE28 4NL
 3.00 - 4.30pm Main hall, The Benn Hall, Newbold Road, Rugby, CV21 2LN

Thursday 28th January
 10.00 - 11.30am Matthew Le Tissier Suite, St Mary's Stadium, Southampton, SO14 5FP
 3.00 - 4.30pm Holiday Inn, Filton Rd, Bristol, South Gloucestershire BS16 1QX

Friday 29th January
 10.00 - 11.30am Thistle Brands Hatch Hotel Brands Hatch, Dartford, DA3 8PE
 2.30 - 4.00pm Thorpe office, Coldharbour Lane, Thorpe

Dove Holes Asphalt.... A Performance In 2015 To Rival Leicester City?!



At the end of 2014 Dove Holes Asphalt plant was 30th out of 31 Asphalt plants in terms of OCF having made a small loss.

Following this disappointment a new strategy was put in place which involved a focus on limestone mixes as opposed to hard-stone, increased use of recycled planings and targeting customers within closer radials in order to help make vehicle planning more efficient. The final piece of the jigsaw was a move away from the established centralised planning model and a move to a more localised planning model – whilst the orders are still taken at Preston Brook the responsibility with planning the deliveries moved to Sharon Lomas located at Dove Holes.

As a result, the combination of all the above actions and all the hard work from all the individuals and Teams involved has seen Dove Holes Asphalt become the most improved Asphalt plant in 2015, in

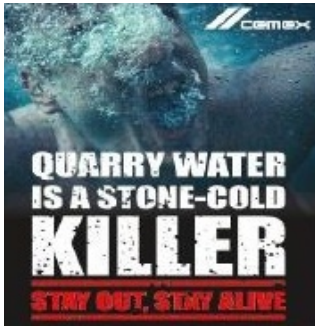


terms of OCF (>3000% improvement from an OCF perspective) - and finished the year 7th in the league table of 31 plants. The target for 2016 is for Dove Holes Asphalt to join the £1m OCF club....

Well done to all those involved in such a fabulous turn-a-round.

BEING THE BEST FOR COMMUNITIES

Kilbarchan Go For A Pint....



Whilst most folk are making an effort to avoid the pub in January; the Team from Kilbarchan are doing the exact opposite! Pictured is Site Manager at Kilbarchan, Tony Mcnamee, with the Fraser Campbell, Kilbarchan Village's local 'Trust Inn' pub landlord.



Fraser has kindly offered to support our campaign of raising awareness of the dangers of trespassing in quarries. Tony and the Team at Kilbarchan work all year on improving site security and reducing opportunities for trespass and as part of this Fraser is displaying posters and leaflets to raise awareness of the dangers with the locals.

CEMEX UK Achieves 100% ISO14001!

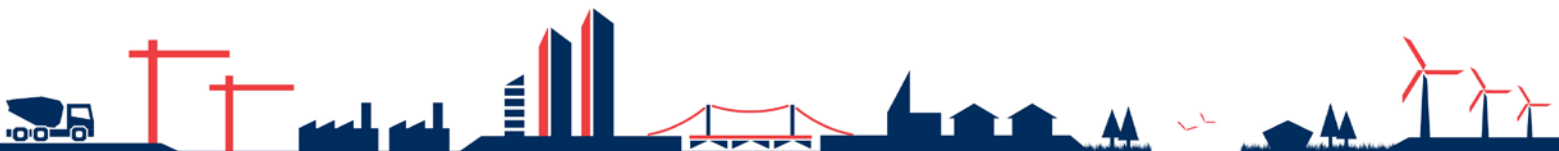


At the end of 2015 all CEMEX UK operational sites achieved ISO14001 certification for the first time ever. This is a great internal achievement having gradually improved from a 22% coverage in 2007. The sustainability team and staff across all operational areas have worked really well in collaboration to make this milestone happen, so congratulations and well done to everyone.

Andy Spencer, Director Sustainability & Security said: "This is a fantastic achievement for CEMEX UK and everyone should be proud of their efforts to achieve this. ISO14001 is an environmental management system that helps us reduce risk and cost from environmental incidents, and is also an essential part of our tender process where customers are demanding environmental credentials as part of our value proposition."

In December the following sites were certified for the first time, so well done to all involved:

- Crawley concrete plant
- Waltham Cross concrete plant
- Leith concrete plant
- Tinto concrete plant
- Cumbernauld concrete plant
- Polmadie concrete plant
- Whisby concrete plant



- Gartshore coating plant
- Selby coating plant
- Selby depot

RecycleR8 Hits 80% Target!



During 2015 CEMEX UK set a target to gradually increase our general waste recycling rate from 27% (in 2014) up to one month at 80%. After some excellent and gradual monthly improvements during 2015, we started to hit the mid 70's in October and November.

After a final push in December, and with some support from our principal waste collection provider, Biffa, the result of 80% for December has just arrived.

Well done to everyone. Increasing our recycling is good for the environment, good for our EP&L results, and also saves the business money as we are not paying landfill tax which currently sits at £82 per tonne.

In 2016 we are aiming to average 75% for the year – are you up for helping to achieve it? We hope so – so keep feeding those recycling bins and we will keep you posted on results!

Readymix Cluster 3 Christmas Hamper Donation



Cluster 3 Newcastle office once again donated a Christmas Hamper to The People's Kitchen, a local charity that helps homeless people in Newcastle upon Tyne.

Thank you to Terry Scott for organising and everyone who generously donated.

Members of Cluster 3 have also offered their services and time on a voluntary basis to help when needed. A real community effort.

Simply Kevin...



A message of thanks came through our website from a member of the public praising the consideration and helpfulness of one of our drivers, simply known as Kevin.... If you know this Kevin or are him please pass on or accept these thanks.

Here is the message:

“Hi, I would like to let you know how kind one of your driver's was today- Kevin. There was a horse loose on the A4136 between Monmouth and Staunton. Kevin stopped the traffic to enable me to catch the horse safely and did what he could for the fallen rider. Lovely to see such considerate and kind behaviour. I hope you will be able to pass this message on to him.”



BEING THE BEST FOR EMPLOYEES

Too Cute For Words....



Barinder Sandhu's newest addition to the family just couldn't keep his eyes open during this photo shoot!!

You may remember the photo of Barinder's previous baby in the hard hat..... Barinder is a Customer Service Development Manager in Aggs.

Thanks For Your Effort Salford Coating Plant...



This month's thanks for your effort winners are Paula Taffe, Anthony Carol, Phil Repton and John Beard A and F Haulage. The Team went over and above to give fantastic customer service for a paving solutions job in Sheffield.

On a Sunday evening at 8.30pm the coating plant control system failed at Dove Holes. This created a problem for the Team as Matt Crowder had a hole in the road that needed 160t to fill it so that the road could be opened the next day. Matt called Jason Barker for help to see if they could open another plant. Phil Repton was called and within 15 mins he had the dream Salford Team together and an hour later they were producing the first load.

On a Sunday evening this is an amazing tribute to the team work and dedication of our Asphalt Team at Salford. Congratulations and some well-deserved vouchers coming your way.

Thanks For Your Effort Too....



Huge thanks also go to all the nominees for this month's award. You are all a tribute to CEMEX and show what awesome Team work we have here in the UK.

Sanchia Parkes – Readymix Sheffield – Who volunteered to help Roger Taylor pull the back to work training together even though it was her day off.

Terry Howell – Plant Supervisor and IHC – RMX Northern. Terry 'stepped in' when supplying a cash sale. He spotted a labourer walking around in wet concrete wearing canvas shoes. Terry immediately called the person over and told him to get his feet washed off whilst showing



him a burns leaflet. Terry also said that if he noticed any symptoms to get himself to hospital. The labourer had been totally unaware of the dangers.

Duncan Hargreaves – Health & Safety Advisor – Who helped Tamsin Rodriguez write and deliver NMHA card training to the newly established customer service centre in Rugby. Within a week of being asked Duncan had arranged dates and times for 55 people to attend and he delivered an engaging and useful session.

Damien Marsden, Paul Janney and Colin Mousley from Cement Operations – During the multi-million pound refit of South Ferriby Cement Plant these three have been amazing at pulling together a huge amount of information for the insurance claim to an extremely high standard. Many folders have been presented and as a result a large proportion of the claim has been released by the insurers.

John Harding, Barry Stephens and Jay King, Readymix Cluster 6 NW – Who have all been nominated by the local Team at Crewe Plant for their commitment to customer service on a difficult pour which didn't initially go well. The Team had a meeting to improve the second pour, this went smoothly and the customer ended up being very satisfied with the job.

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
006-01-2016	Multi Skilled Operative ***12 Months Temporary Contract***	Asphalt	Selby Coating Plant and Depot	22/01/2016
007-01-2016	Laboratory Technician	National Technical	Southam	22/01/2016
008-01-2016	Production Operative	Building Products – Rail Solutions	Washwood Heath	25/01/2016
009-01-2016	Night Driver Bulk	Cement	South Ferriby	25/01/2016
010-01-2016	Electrical & Instrumentation Supervisor (Coordinator)	Cement	South Ferriby	26/01/2016
011-01-2016	Sales Representative	Readymix Southern	Kent	22/01/2016
012-01-2016	Sales Manager	Readymix Southern	Cluster 24 – Kent Surrey Hampshire & Sussex	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.



Global Standard for use of mobiles when driving – Minimum Requirements

As a first principle, all drivers must avoid phone use while driving unless it is absolutely necessary. In situations when there is an absolute need to use the phone while driving, the following are the minimum conditions that must be followed:

1. A Hands Free device must be used. It shall be correctly mounted in a safe place or consist of an integrated vehicle system. Head/earphones are not permitted, but a secure single ear blue tooth device is allowed.
2. Only use when driving in non congested conditions and when safe to do so after assessing and continuing to assess the overall situation, which includes other traffic, pedestrians, visibility and the weather/elements at the time
3. All conversations must be kept to a minimum. If a conversation is unlikely to be short, the caller must be told they will be contacted as soon as the driver has found a safe place to park
4. When out going calls are permitted, the driver can only initiate the call via voice activation or an integrated vehicle system which allows the driver to keep their hands on the steering wheel and their eyes on the road
5. Texting, emailing and any other hands-on use of mobile devices are banned
6. If the phone or another device is used for satellite navigation purposes, it must be mounted in a fixed device where it can be easily seen while keeping a good view of the road, it must not obstruct the driver's view and cannot be held in the hand. It is not allowed to manipulate the device while driving.

Anyone phoning a mobile phone must first ask the person if it is safe to take the call.

Additional Requirements

- Each country will raise awareness with drivers, about the risks associated with mobile phone use, through training courses and communication campaigns
- Each country must identify ongoing opportunities to significantly reduce the amount of occasions and time people need to use the phone while driving

