



Welcome to UK News 2nd March 2016
your weekly update from around CEMEX UK

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BEING THE BEST FOR FAMILIES

Asphalt 2 Years LTI Free



Last week our Asphalt business reached 2 years LTI free in the Northern region. As a result our whole business is now 2 years LTI free.

Garry Gregory, Director Asphalt and Paving Solutions, commented: "This is a fantastic achievement and comes as a result of everyone's continued effort and focus. It also demonstrates that we can operate safely and without serious incident for a sustained period of time and everybody working for our business should come to work and go home without incident.

Thank you to you all for the part you have and continue to play."

Sand Fulmar Refit Passing The Baton Safely!

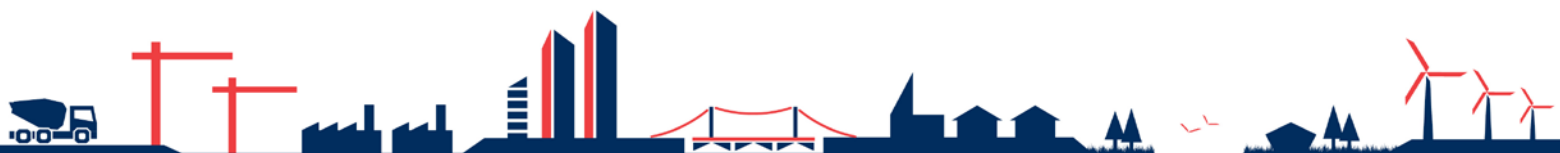
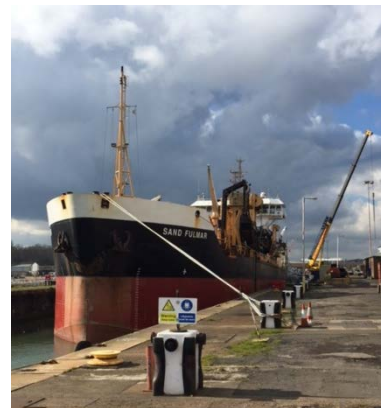


The Sand Fulmar is currently alongside at Chatham Docks undergoing repairs and major upgrade of the vessel's electrical systems on-board. Working in partnership with our contractors this work has involved the removal and re-instatement of many heavy lifts of equipment including a 15 tonne electrical motor!

As always safety is our key objective. With our contractors having played a significant part

in the continuous improvement achieved in Marine, they now join the challenge of our safety relay in 2016!

Above photo - on a site visit to the Sand Fulmar joining forces to plan the



next docking, from left to right Arron Burrridge, Production Manager for A&P Tees Shipyard, Ben Mansfield, our youngest Chief Engineer Officer, Kevin Williams, the vessel's Engineer Superintendent and Anisur Miah, Estimator for A&P Tees Shipyard.

Pre-planning meetings and inspections are now routine.

As this refit draws to a close the baton will be going to sea and will then be handed over to the Sand Falcon in April on entering dry-dock for repairs. It reminds us all of the challenges of working in a hazardous environment and the need for Teamwork to remain safe!

Using A Mobile Phone Whilst Driving Is Dangerous....



The UK road safety group has revised our UK safe mobile phone policy document. Please see the policy document in the download section of UK News website and attached, and distribute it amongst your colleagues.

It is your responsibility to be aware of the policy.

In brief summary the guidelines are:

Try to avoid using the mobile phone whilst driving.

If it is absolutely necessary to use the phone when driving, remember it must be:

- **safe to take a call**
- **hands free**
- **an urgent call that cannot be avoided**
- **kept to a minimum length – arrange to call back when you aren't driving, and**
- **never text, email or use a device for other 'hands on' operations whilst driving**

RMX Central Putting Health & Safety First



Putting Health and Safety first for a full day the Central Region Operations Team met up at Dunchurch last week with our thanks to the support provided by Duncan Hargreaves.

With a busy Agenda there was focus on our Regional Improvement Plan.

We all need to remember that Health is as important as Safety because we want people to be unharmed during their work with us. That means we need robust actions to address dust, noise, vibration, contact with harmful substances, manual handling

and other issues.

Thanks to Anelli and Miranda for their briefing on our Environmental performance. Although we have passed the important milestone of all sites certified we decided to focus on the next target which is bringing all sites into medium to low risk category by the end 2016.

Please remember there is no production need that should come before the Health and Safety of our people and anyone else working with us.



Remember Office Safety Too...



Firefighters from over Bedfordshire turned up late on Friday night to tackle a blaze at our Bedford Offices.

Wearing breathing equipment because of the toxic fumes the blaze took some time to get under control. It's left Cluster 15 feeling homeless although arrangements have quickly been put into place to regain production from the adjacent plant and organise temporary facilities for our staff based there.

Stuart Keighley, Regional Director, commented: "Thankfully on this occasion staff had finished and gone home, however, let's not forget the immediate danger of fire and smoke and how quickly they spread. That's why we take Office Safety Briefings seriously and make sure everyone knows where emergency exits are and where to meet if evacuation is necessary. It's a sorry sight at Bedford this morning! (The exact cause is yet to be established but seems most likely electrical fault in roof space cabling)."

Health Essentials – Sleep Apnoea, The Facts



SLEEP WELL

Having trouble sleeping? Is fatigue creeping up on you? Ensure your sleep patterns provide sufficient rest.

Recently we raised awareness of Obstructive Sleep Apnoea (OSA) - a condition where the walls of the throat relax and narrow during sleep, interrupting normal breathing and affecting the normal sleep pattern.

Here's a few facts:-

- 4% of middle-aged men and 2% of middle-aged women in the UK have OSA. Older people are more at risk with 15% to 20% of those aged 70 and over estimated to have the condition.
- OSA can cause hypertension and untreated is associated with heart disease, stroke, type 2 diabetes and obesity.
- 80% of people with OSA have not yet been diagnosed and some studies suggest this could even be higher.
- People with OSA may have a life expectancy of 20 years less than the general public.
- People with undiagnosed OSA have a higher risk of road traffic accidents and accidents at work. Studies suggest that driver tiredness may be a contributory factor in as many as 20 per cent of all road accidents.

For further information:

britishsnoring.co.uk

<http://www.nhs.uk/Conditions/Sleep-apnoea> and <http://www.blf.org.uk> (British Lung Foundation)

Please display the FACTS poster.



BEING THE BEST FOR CUSTOMERS

Night Working Takes Its Toll(bar)....



Last night at just after 1.30am Coventry Plant batched, tested and sent the final load of a month's worth of consecutive night work pours for Bachy Soletanche to Tollbar End.

Matt Doran, Sales Rep, tells the story: "Bachy contacted CEMEX before Christmas enquiring about our Plant availability and capability of helping them with that lovely project you're all so familiar with on the way to Rugby CSC. Due to the project's proximity to Coventry airport daytime

working was not an option due to the danger of having a piling rig erected so close to low flying aircraft.

Although this was sure to be a demanding project both technically and operationally, we were up for the challenge. After an initial site meeting with Bachy, followed by several internal meetings with the Cluster 16 Team to discuss staffing and resources, the first pile was poured at 2am way back on Friday January 22nd.

In my 10 years within CEMEX I would say that this has been the most challenging and most rewarding project I have ever undertaken. This has not been helped by some cold night time temperatures, some high winds meaning the cranes could not be used to insert the cages, and some, shall we say, 'unsociable' working hours?

The key message throughout this project has been communication and collaboration. I've probably spoken with the Bachy Senior Engineer more than my own wife over the past month and the entire Team has worked as one to provide not only a solution for Bachy, but also a great springboard for 2016 for the Cluster.

There are too many people to thank, but special praise should go to:

- Cluster 16 Technical Manager, Gilbert Morgan
- Warwickshire Team Leader, Andy Parkes
- Coventry Plant Supervisor, Damian Keogh
- Cluster 16 Relief Batcher, Matt Malin
- Cluster Manager, Al Lavery
- Cluster Sales Manager, Martin West
- Operations Supervisor, Jim Wainwright
- Technicians, Dave Freebody & Gael Denny
- Cluster 16 Planner, Courtney Winter

Thanks also to Liz Dixon for a reliable supply of aggregate weekend deliveries and to Jane Barker for prioritising Coventry for Cem2 deliveries during the recent shortage and, of course, all the IHCs."



Scotland's Great Customer Service



Scotland Region completed its first pour for Scotland's newest flooring contractor Advance Flooring Solutions on Wednesday, supplying for Halfmerke Primary School in East Kilbride. Like most new ventures their first order was not without its problems - the site Team omitted to mention 4 pump moves and 3 curfews due to a nearby school. This resulted in the pour running on to 9pm. Well done to Derek Caird who once again at short notice provided batcher and driver cover.

BEING THE BEST FOR SHAREHOLDERS

Aquawall Makes A Splash At Flood And Coast Exhibition



This week has seen us in attendance at the Flood and Coast exhibition. We formally launched our Ready Aquawall product and showcased our permeable range of products demonstrating our credentials in the built environment with the silver thread of helping to build a Greater Britain.

Spaghetti, Marshmallows And a Sporran...



It's good to know that Health & Safety, Legal and an ex-Marine Director (now Aggs Ops) know how to make a jetty.... from spaghetti and marshmallows!!!

Last week saw 50 of our colleagues attend a strategy day.

Focusing on Pass the Baton Safely for 2016, the day covered each of our business areas and what

they need to do to reach our CVA + goal in 2016. The sessions emphasised our interconnectivity and that we need help from each other to reach our goals.

Highlights of the day included a 'news at ten' style report from Andy Spencer on his environmental profit and loss account and Cement discussing the shortage of Ash in the market place.

As part of the Team building session, Teams had to make a weight bearing "jetty" from spaghetti and marshmallows. They also had the Lex 'Oscars' which also involved Jesus wearing a kilt. Jesus unwisely bet a Scotsman (Lex) that he couldn't make money by getting all of the Aggs business to be in profit, he lost....!!



BEING THE BEST FOR COMMUNITIES

Saving Grace... A Prickly Visitor To Thorpe



This week saw Grace, the baby Hedgehog, visit Thorpe. Dawn Fox from IT Support is a supporter of the Harper Asprey Wildlife Rescue charity who is an animal rescue centre in Surrey.

They are passionate about the plight of the Hedgehog and are trying to spread the word about their dwindling numbers.

In the 1950s there were 36.5 million Hedgehogs in the UK, today there are only 1 million left. If nothing is done to save the Hedgehog they are predicted to be none by 2025 – that's only in 9

years' time!

The biggest threat to their survival is us.... Due to increasing use of pesticides and plants which don't attract insects the Hedgehogs can no longer find enough food. They also find it hard to find one another due to our fenced in gardens.

The charity is launching a campaign called Saving Grace which aims to highlight the Hedgehogs dire situation and encourage us all to make our gardens more Hedgehog friendly. The main things we can all do are leave holes under our fences for Hedgehogs to get in and out, and plant more insect friendly plants, vegetables and flowers in our gardens.

The Team from the charity is hoping to release Grace and her siblings into the grounds at Thorpe later in the year so that CEMEX is doing their bit for this cute animal. Watch this space for more updates on the campaign and our very own Hedgehog family.....If you want to find out more then contact the charity at www.harperaspreywildliferescue.co.uk

Eversley Quarry Hosts Oxford Uni Students



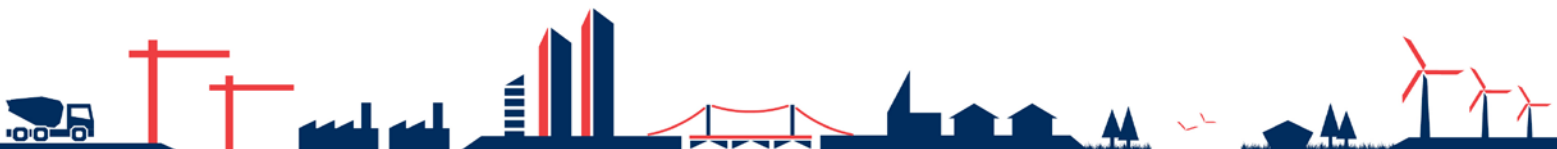
Last week Eversley hosted a visit from some international MSc students from Oxford Uni. The students are studying Biodiversity, Conservation and Management, and Nature, Society and Environmental Governance.

The visit was organised by CEMEX Planning Manager, Mark Kelly, and the course head, Paul Jepson. It provides a great opportunity for the students to see for real how the partnership between

environmental agencies – such as the RSPB and Birdlife – and industry work to preserve and protect the natural environment.

Paul Jepson commented: "I'm writing to say a big thank you to all of you for another great learning experience for my students at the Eversley site. The visit creates a brilliant nexus for many of the topics we teach on the course - from licence to operate, to community liaison, to flagship species.

For me the visit is also important for unsettling preconceptions among young environmentalists of the extractives sector. I think we share the belief that effective conservation and environmental



management requires constructive partnerships among different sectors and Eversley is a wonderful case study of this principle in practice.”

Lend-A-Hand At Bradby Club



Jesus and the Team recently spent their Lend-A-Hand day at the Bradby Club in Rugby last week. They helped to paint one of the meeting rooms. The Bradby Club has been in existence for around 100 years and has a close association with Rugby School who helped establish it. The club's aims are to support disadvantaged young people in Rugby through providing a meeting place but, more importantly, to help with social and health problems.

The Rugby Benevolent Fund has provided financial support for the last three years to fund the costs of a Substance Abuse Adviser who also operates outreach on this issue with local schools.

Epic Go Karting For Charity



Tom Colley, Lee Lavery, James Taylor and Steve Broomfield from Readymix Cluster 15 all competed in a Go Kart endurance race for charity last week. They were competing against other companies such as Travis Perkins and came 4th so they narrowly missed out on a podium finish.

Tom takes up the commentary: “4 hours and 261 laps later after a hard fought battle with the eventual successors we finished 4th - narrowly missing out on a podium finish by a matter of seconds ... despite that it was all in great spirits and we realised that we can't

always be the best at everything in Cluster 15!

Special commendation goes to Steve Broomfield who got the fastest lap time (putting us lot to shame!) with some experienced driving.

All proceeds from the night were on behalf of the Nene Valley Rotary Club who donated a large chunk of the monies to buying a new ultra-sound scanner for Northampton General Hospital - so it was well worth the effort...

A big thanks to Steve Buckland for organising this event - he unfortunately had to pull out before the event due to injury.... bring on the next race!”

BEING THE BEST FOR EMPLOYEES

ROSP Visits The CSC



The Readymix Operations Supervisors Programme visited the Rugby Customer Services Centre on Tuesday for part of their training programme looking at why Customer Service is so



important to differentiate us from Competitors and our Readymix Improvement Plan which addresses gaps the Customer Survey told us were key.

Tamsin Rodriguez commented: "We were delighted to show everyone around the centre and have 'sit by' time with our staff seeing first-hand how we work."

Thanks to Tamsin and the Team Leaders, and to Stephanie and Paula for supporting the day.

IHC School Success - Tom Hands Over To Zoltan



After several months on the IHC School Scheme Tom O'Neil (right) hands the truck over to our new IHC School Driver, Zoltan Marosan. Tom will now be taking on his own truck as an IHC and Zoltan will take the role of the next IHC School Driver.

We wish them both the best of luck in their new roles in Cluster 16.

Congratulations Glyn



Glyn Westerdale from Rugby's Packing Plant has achieved his NVQ Level 3 in Engineering Maintenance (Engineered System). The photo shows Andrew Moore from Warwickshire College presenting Glyn with his certificate.

Congratulations Glyn.

Well Done Christina!



Christina Wilcox, our first female driver apprentice and first Cement Driver apprentice, passed her C+E (Class 1) test and was the first in this year's group to pass the Class 1 driver licence.

Christina was delighted to have passed and said she was a bit nervous but the training was good and she passed with flying colours.

Good Luck In Your New Roles...



Richard Kershaw, RMX National Technical Manager, is very pleased to confirm the appointments of Steve Thorpe as Regional Technical Manager for Southern Region and Damian McGhee as Readymix Technical Manager for Scotland.



Steve is an experienced concrete technologist having worked for a number (if not all) of our competitors before joining CEMEX as a Readymix Technical Manager in Kent.

Damian managed our laboratory in East Kilbride before be seconded onto the RMS implementation Team - with that now complete he starts his new role as RTM.

Welcome To Mervin Our New IHC



New IHC, Mervin Blakeway, started at our Oldbury Readymix Plant on Monday. Previously a Hanson IHC Mervin has his truck in full CEMEX livery and has received the new driver induction package. Welcome aboard Mervin.

Scotland: Richard Kershaw and Adam Smith travelled north this week to hold our annual VAP's Workshop. The event was well received by the Commercial Team with concerns and business opportunities aired within the forum. Adam's advice on Readyscreed was invaluable for the Team.

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
059-02-2016	Readymix Technical Manager	National Technical	Cluster 24	10/03/2016
060-02-2016	Yard Leadinghand	Building Products – Rail Solutions	Somercotes	04/03/2016
061-02-2016	Assistant Quarry Manager	Aggregates Central	Swinderby Quarry	14/03/2016
062-03-2016	LGV Mixer Driver	Mersey Gateway	Mersey Gateway	15/03/2016

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





UK Health & Safety Standards

Safe Use of Mobile Phones

These are minimum UK standards that must be applied to ALL UK operations.

CEMEX UK Health and Safety Standards contribute to the Group's continued commitment to developing and maintaining high standards for the health and safety of our employees and others who may be affected by our operations.



Document History

Date of Update	Version No	Reason for change	Areas changed	Review Status
Feb 2005	1.0	First issue of document		Issued
Sep 2005	2.0	Rebranding	RMC references changed to CEMEX	Issued
April 2007	3.0	Review of legislation & policy	General reinforcement of requirements	Issued
Feb 2016	4.0	Alignment with new Global Standards	Reinforcement of general requirements and prohibition of mobile phone use when operating mobile plant.	Issued

Safe Use of Mobile Phones

The following Standards are minimum requirements that must be implemented by line managers and achieved by all operations. They are intended to ensure safe and effective procedures are in place for employees and contractors when using mobile phones.

DRIVING ON PUBLIC ROADS:

1. As a first principle, all drivers (including employees and regular contractors) 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:
 - A hands free device must be used. The phone shall be correctly mounted in a safe place so as not to obstruct the driver's view, or consist of an integrated vehicle system where it can be stored in a safe and secure place. Head / earphones are not permitted, but a secure single ear blue tooth device is allowed.
 - 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 - an example of when the phone must not be used is when in the area of a school.
 - 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.
 - Outgoing calls should, where possible, be planned for a time when not driving e.g. after pulling over and parking the vehicle safely.
 - When outgoing 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.
 - Texting, emailing and any other hands-on use of mobile devices are banned.
 - 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.



2. People making calls to mobile phones are responsible for encouraging compliance with these Standards. They must keep the duration of a conversation with a driver to a minimum and must always check in the first instance that it is safe for the driver to take the call.
3. All drivers must be instructed that they are not permitted to use a hand held mobile phone while operating a vehicle, even when stationary at traffic signals or in queues. The use of a handheld device is only permitted when the vehicle is parked and the engine switched off.
4. All drivers are responsible for the safe operation of their vehicle. If the use of a mobile phone causes the driver to lose proper control of the vehicle the driver can be prosecuted.

DRIVING ON SITES

5. Mobile phones must not be used while driving on company or customer sites.
6. All company employees and contractors will be prohibited from using a mobile phone while operating mobile plant.

GENERAL MOBILE PHONE USE ON SITES

7. Whilst a pedestrian on a site, mobile phone use is restricted to safe areas. As a general rule, mobile phone use shall be prohibited in all operational areas. Local risk assessments will identify any areas where mobile phone use is permitted. Site specific requirements will be included in the local rules, explained during induction and reinforced through appropriate signage.

All Company employees and contractors must be instructed that they are prohibited from using a mobile phone while operating designated hazardous equipment or machinery

