



Welcome to UK News 6 April 2016
your weekly update from around CEMEX UK

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BEING THE BEST FOR FAMILIES

Prevent Stress – Employee Assistance Programme



Sickness accounted for nearly 22,000 days absence across CEMEX UK last year. The two most common causes of absence were musculoskeletal illnesses such as tendonitis and muscle/tendon strain, followed by mental health/stress.

From recent discussions it seems there may be a lack of awareness of the CEMEX lifestyleaction Employee Assistance Programme (EAP). As detailed in the Health Alert available at the end of this document and in the Downloads section of the UK News site the EAP, provides **free** and **confidential** support for employees and their families when issues are being faced that can increase pressure on individuals.

Please use the Health Alert to raise awareness of the EAP. Pocket cards promoting the EAP and including the contact details are available from Compensation and Benefits. If you think it would be beneficial to share them amongst your Teams please request them via: GB-Compensation&Benefits/GB/Cemex@CEMEX Lotus email.

You can also link to the EAP from the new CXME APP – click “Keep Safe and Well”, then “Employee Assistance Programme”.

Cement Logistics Claim The Safety Sword In Its 50th Year!



A National Health and Safety Award, known as the Safety Sword, has been presented to the part of the business demonstrating the best health and safety performance since 1966; a demonstration of the long term commitment to health and safety that runs throughout our business....

Competition to win the Safety Sword has become increasingly strong over the years, with finalists from each business sector being selected based on key performance indicators such as incident performance, health and safety management audit and site inspection scores and HSE interaction. The five finalists then prepare written submissions and present to the UK Senior Team to select the top two. This year the short-list was Dry Silo Mortar and Cement Logistics. In order to ensure



independence Kevin Stevens (Health and Safety Manager at the Minerals Products Association) was asked to judge the overall winner. After reviewing the submissions, spending two days visiting the operations and much deliberation, it was agreed that the 2015 winners should be **Cement Logistics**.

In making his decision Kevin commented that it was clear why Dry Silo Mortar and Cement Logistics made the final two, with a clear commitment from everyone he met to look after each other and a very professional approach to health and safety. In terms of Cement Logistics, Kevin made specific reference to their efforts to continue to develop health and safety standards and, in particular, the training and health and safety awareness of the new Driver Apprentices.

Congratulations go to everyone in Cement Logistics who will be presented with their Award in the coming weeks.

STEP IN For Health – Have Fun – Keep Fit!



Thanks to everyone who registered for the 2016 Pedometer Challenge - we now have over 500 people on board. But we know many people were on holiday over Easter so the deadline for entries is extended until this Friday to ensure no one misses the opportunity to take part.

The Challenge aims to raise awareness about the importance of exercise in our daily lives, help us all get a little bit fitter, whilst most importantly, being a bit of fun. Any Teams wanting to enter need to agree who will be in their Team, nominate a Team Captain, decide on a Team name and **register with Kathy Willcox (katherine.willcox@cemex.com) by this Friday, 8th April.**

BEING THE BEST FOR CUSTOMERS

Helping Our Customer In Dover Get Back On Track!



Readymix Technical Manager, Steve Thorpe, reports that the first successful trial load of C40/50 DC4 flowing concrete for piles has been supplied to Bachy Soletanche for the repairs to the main Folkestone to Dover railway and seawall just outside Dover Western Docks. Our deliveries were filmed by BBC South East Today in the presence of the local MP.

The railway was damaged in the recent winter storms and has received high profile media coverage similar to the rail line closure in Cornwall. The concrete also has a targeted 4-hour consistence retention requirement. The contract is being used by Bachy Soletanche as a pioneering one for them to develop on site testing procedures and methods for fresh concrete. This includes training for operatives on any visible segregation of the concrete, flow testing and consistence retention monitoring, bleed pot testing, concrete moisture testing, and fresh wet density testing. The Main Contractor, Costain, also expressed their approval of the concrete. Thanks go to the IHCs involved in plant trials and actual delivery, Plant Supervisor Gordon Mumford, and Field Technician Andrea Williams.

The picture shows our truckmixer standing where normally main line trains run - the Victorian tunnel entrance in the headland can be seen in the distance. Once again, Best for Customers - Best for Communities and Best for Stakeholders.



BEING THE BEST FOR SHAREHOLDERS

New Warrington Depot Starts Trading, And The Baton Is Passed Safely!



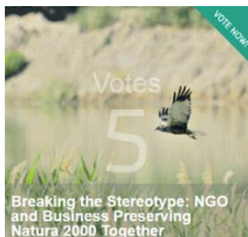
On the 31st March we sold our first load out of our new Warrington depot, supplied from Dove Holes serving areas in Merseyside, Lancashire and greater Manchester. Customers have been in contact and are very interested in this location. Type 1 MOT is the main product to start but other materials including 20-5 concreting aggregates, washed limestone dust and single sizes will be available depending on space and demand.

Thanks should go to the many people involved in bringing this initiative to fruition, including Mark Grimshaw-Smith, Nicholas Watson, Nicola Drabble, Phil Guest, Michael Ripley and Philip Repton to name but a few.

We have just picked up the first big order for 17k tonnes of MOT for GPL at Thelwall. So a good start! Best for customers - Best for Communities - Best for shareholders!

Above is a picture of the baton being passed safely with Jeanette Burns, Marie Tiernan, Nicola Drabble and RFS operatives.

We Need Your Vote!! CEMEX Is A Finalist In The EU Natura 2000 Award On Biodiversity

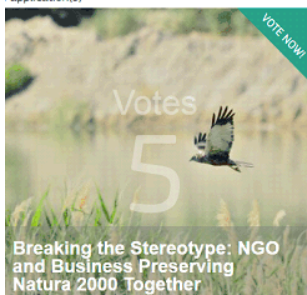


CEMEX has been selected as a finalist for the Natura 2000 award organised by the European Commission for the biodiversity project developed with BirdLife International in the Sotopajares quarry (Spain). This marks a great milestone for the company, not only as recognition for our great work in biodiversity matters, but as proof of the compatibility of our activities and the nature conservation efforts included in the Natura 2000 network.

The winner will be announced on May 23rd during a ceremony that will include high-level Commission officials, NGOs and the media. In addition, there is a **'Citizens' Award'** that is granted to the application that receives the most votes from the public. So if you would like to support this **you can cast your vote in order to help us win this award** by visiting this link: <http://natura2000award-application.eu/>

In the **'search terms'** box, type in **'business'** to find our project (please see a screen grab below):

COUNTRIES:
 CATEGORIES:
 SEARCH TERMS:



Next, click on '**Vote Now!**' and enter your email address in order to **receive a confirmation email prior to registering your vote.**



Please help us gather the most votes by **telling your contacts** - any member of the public can vote!

BEING THE BEST FOR COMMUNITIES

Kings Norton Plant Supporting The 'Most Improved' Academy In England



Ark Kings Academy is the most improved sponsored academy in the whole country over the last two years, according to education watchdog Ofsted. The figures show very good reading for the Kings Norton, Birmingham school and the reward is a new school building for the significant progress and achievements the pupils have achieved.

CEMEX and Cluster 16 have started supplying the concrete for the new school building and it will be open in early 2017 for 800 pupils.

Craig Sheldon, Malcolm Carr, Gael Clair Denny, Gilbert Morgan and Darren Fielding are very proud to be part of this project – demonstrating a bright future for Ark Kings pupils and being Best for Communities!!

BEING THE BEST FOR EMPLOYEES

Have You Got All The Latest CEMEX News And Information On Your Phone With The New CXME APP Yet?



Just another reminder about our great new employee App for iPhone and Android called CXME. It is simple to use, provides two-way information exchange and is available for all employees to download to their phones. This is how to download the App -

- Go to www.employeeapp.co.uk/cemex/gettheapp - or scan the QR code shown here
- Choose Apple (IOS) or Android
- Enter your 8 digit employee number (which starts with 0), and create a password following the instructions



- On the next screen enter your employee number again when it asks for Username, and repeat the password you just created
- Then download the App from the store

There are nine simple buttons on the menu which take you to a wealth of information and links about CEMEX in the UK, including the following:-

- Health and safety alerts and recording Near Miss Hazard Alerts
- A directory of all employees and site locations in our business
- Link to our online weekly news feed UKNEWS
- Links to CEMEX Lifestyle, our website and our Twitter feed
- Information about CEMEX - products and services, policies, values, background
- Tools, calendar and calculators to help with daily activities, and message boards to post ideas or suggestions

This initiative is another example of our Voices Into Actions. Your 'Voices' feedback in the last Engagement Survey was to improve internal communication continuously, so one of the 'Actions' is this new CXME innovation. Let us know what you think in the App Suggestion Box, or contact Jamie Pickles in Communications on jamesgregory.pickles@cemex.com

Farewell And Happy Retirement To Arnold Lewis



Arnold Lewis retires at the end of this week after more than 40 years of service with the Company. Arnold started on the 26th November 1973, and has held various roles including engineering, production management and more recently in sustainability, managing the complex CO2 and green taxation measures within our UK operations.

Andy Spencer, Director Sustainability & Security said: "It has been fantastic to work with Arnold for the past 10 years. As well as helping to deliver some significant CVA benefits, I have always admired his ability to translate hundreds of pages of complicated legislation into a

one page summary that myself and others can understand! I am sure many people in the business will join me in thanking Arnold for his commitment and sending him our best wishes for a long and happy retirement".

Arnold is looking forward to spending more time with his wife, Elaine, and their grandchild as well as continuing other interests such as gardening and bowling.

Farewell And Happy Retirement Also To Les Thomas And Peter Kirby



Leslie Thomas and Peter Kirby are both retiring from the Tilbury operations.

Peter has worked for the company for 41 years, starting his career with Rugby Cement at Rochester Works in 1974 where he was in the Quality



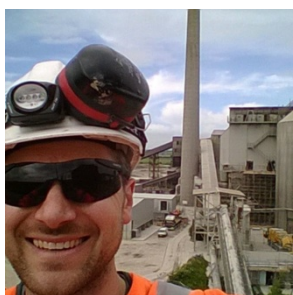
Department. He joined Tilbury in 2008 as a Quality Coordinator. Peter's hobbies include bee keeping and he is planning on learning lock-keeping to keep him busy in his retirement.

Les Thomas has worked for the company for 35 years starting at Rochester Works in 1981 in the main office as a Wages Clerk. He joined Tilbury in 2009 as a Maintenance Planner. Les hasn't got anything planned for his retirement at present but we hope he'll enjoy every moment of it.

Gavin Cowen, Plant Director at Tilbury, comments: "We will miss the knowledge and experience that these guys have and we all wish them a very long and happy retirement".

The picture on the left shows Kevin Hockley (Maintenance Manager) presenting Les with a gift from the Tilbury Team and the picture on the right is Leigh Tucker (Quality Coordinator) presenting Peter with his gift.

Lee's Way Of Getting Fit And Helping To Support The Macmillan Nurses



Lee Coulson, a Shift Electrician at South Ferriby Cement Works, recently found himself discussing charity events with a good friend and the ways people make a difference. Having found new and rekindled interests in cycling last year they decided to look into Ride24 and their event from Newcastle to London on 20th August this year. The thought of riding their push bikes 310 miles seemed ludicrous and challenging but to do it in 24 hours found them wincing at the very prospect! However, as it was still 2015 and needing to lose excess Christmas pounds, they found themselves signing up.

Due to their contrasting work patterns they have been training separately since Christmas. After planning progressively longer rides Lee is currently doing rides over 100 miles a week which is about 6-7 hours on the bike. He comments: "For mid March training feels like it's going well".

Ride24's chosen charity this year is Macmillan. Lee says: "It seems like the life of everyone you speak to has been affected by cancer of some sort and the stories just seem more frequent than ever. The Macmillan nurses helped when my family needed them and I would like their care and compassion to continue so that other families may receive their help when they need it most. This truly is a most worthy cause to spare even a small amount of money".

If anyone would like to help with sponsoring Lee it really make a difference. Donations are through JustGiving which is simple, fast and secure. Go to <https://www.JustGiving.com/Lee-Coulson646> or search for Lee Coulson on the Just Giving website and you'll see the ride from Newcastle to London on the list.



Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
090-04-2016	Quarry Operative	Aggregates Central	Swinderby Quarry	08/04/2016
091-04-2016	Plant Supervisor	Readymix Northern	Liverpool Plant	18/04/2016
092-04-2016	Plant Supervisor	Readymix Northern	Crewe Plant	18/04/2016
093-04-2016	Sales Representative	Readymix London	London	15/04/2016
094-04-2016	Sales Representative	Asphalt	South Wales Wenvoe, Forest Wood Plants	15/04/2016

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.

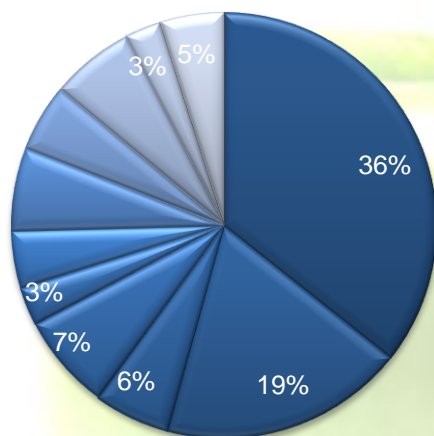




PREVENT STRESS

CEMEX lifestyleaction – Employee Assistance Programme

- Musculoskeletal
- Mental Health/Stress
- Gastrointestinal
- Ear/Nose/Throat
- Cancer
- Cardiovascular
- Neurological
- Respiratory/Lungs
- Infectious Diseases
- Others - specific
- Others - unspecified
- Not recorded



ABSENCE BY TYPE 2015

Sickness accounted for nearly 22,000 days absence across CEMEX UK last year.

The **two most common causes of sickness absence** were **musculoskeletal illnesses**, such as tendonitis and muscle / tendon strain, followed by **mental health / stress**.

Balancing the demands of both work and personal life can be a challenge. From time to time, everyone has issues and concerns that impact upon our general well-being.

Get a helping hand with life's challenges:

To ensure help is on hand when needed, all employees have access to **free** and **confidential** support for themselves and their families through **CEMEX lifestyleaction**, an independent Employee Assistance Programme (EAP). The EAP is available to provide both practical information and emotional support for any issues being faced. Although there is no exhaustive list, some examples include:

Work-Life Balance Practical Support:

Financial / debt issues, legal matters, consumer issues
child care, elder / disability care

Emotional Wellbeing Support:

Relationship problems (personal and at work), pressure / stress, anxiety / depression, work overload, bullying, bereavement

Key benefits of the EAP service include:

- Free phone access to speak to EAP professionals 24 hours a day, 7 days a week, 365 days a year.
- Support that can be used as often as needed.
- Confidential, no personal information is disclosed
- An independent, impartial source of support.

If you need a hand to deal with some of life's challenges, support is available through CEMEX lifestyleaction, our Employee Assistance Programme.

Call the Helpline on 0800 116 4368 or access the website via the CEMEX Lifestyle portal or the new CXME APP.



PREVENT STRESS

**LOOK AFTER
YOURSELF,
LOOK AFTER
EACH OTHER!**