



Welcome to UK News 8 June 2016  
your weekly update from around CEMEX UK

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## BEING THE BEST FOR FAMILIES

### A Very Difficult Week



Last week was a very difficult week; a truckmixer driver, working for one of our Independent Haulage Contractors, was involved in a fatal road traffic collision last Wednesday in which a 75 year old male pedestrian sadly died. The exact circumstances of the incident have not been confirmed and we are supporting the Police with their investigation. Our thoughts are with the family and friends of the deceased, and also the truckmixer driver at this tragic time.

In addition, another truckmixer driver suffered a serious injury on a customer's site. It seems that whilst walking on the site, as he went to turn around, the driver suffered a spiral fracture to his left femur (thigh bone). It is unclear whether the movement of his foot may have been restricted by some formwork or if there is another reason for the injury. We hope to learn more once we have had an opportunity to talk with the driver on his release from hospital.

We are carrying out investigations into both these incidents and will share any learning points once the full facts have been confirmed.

Jesus Gonzalez commented: "A very difficult week indeed with two serious incidents, one of them with fatal consequences. My thoughts and prayers are with the family and friends of the deceased. Let's all use these accidents as a reminder that Safety has no memory and that we must continue working very hard to keep our employees and contractors safe. I'm particularly concerned about our contractors safety performance this year with 3 LTIs year to date compared to ZERO last year. Please remind your Teams about how important is to look after our contractors and keep them as part of the Team with regards to Health and Safety."

### Take Care In The Sun



With the nicer weather coming along take extra care not to get sunburnt. After our sun deprived winter we are prone to getting a little carried away when a bit of sun comes our way!



While sunburn is often short-lived and mild, it is important to try to avoid it because it can increase your chances of developing serious health problems such as skin cancer in later life. It's easy to underestimate your exposure to the sun when outside as the redness doesn't usually develop for several hours. You should always be aware of the risk of sunburn if you're outside.

Avoid sunburn by protecting your skin by covering up with suitable clothing and hats, not forgetting your eyes by wearing sunglasses. Make sure any exposed skin has sunscreen on which blocks both UVA and UVB radiation. If you are going to be in the sun for a while then apply the suncream 30 mins before going out and then again just before you go out to get maximum protection.

After these easy precautions make sure you enjoy the lovely weather and get out and about this summer!

## Well Done To Everyone For Walking More....



Congratulations to everyone who took part in our 3<sup>rd</sup> Pedometer Challenge, hopefully it will motivate many of us to build a little more exercise into our daily routines. Bearing in mind lots of people were on holiday last week, we are still waiting for around 35 Teams to submit their final numbers; at

present the total distance travelled is just short of 95,000 miles / nearly 210 million steps, with an average of just over 8,000 steps each per day over the 4 weeks! Well done and keep up the challenge for life!

## Rugby Plant 1 Year LTI Free



Congratulations to Rugby Plant employees for this fantastic achievement.

Phil Baynes-Clarke, VP for Cement Operations and Technology, commented: "This milestone is testament to the commitment of

everyone to keep Health & Safety as our number 1 priority each and every day. Well done!

Today I encourage you all to reflect on this achievement and also pause for a moment to look around your work area for opportunities to improve your safety and those around you. Please keep up the good work and remain vigilant, reporting anything unsafe.

With everyone's continued hard work and focus I am confident we can safely achieve 2 years LTI free."

## CXME Employee App - Check For Latest Safety Alerts



If you haven't installed the new CXME Employee App on your smartphone then see how to in the instructions below. It is very easy to use and one of the benefits is that you can view the Safety Alerts as they come through each week.



The UK Safety Alerts are under the KEEP SAFE AND WELL button, and include a picture to illustrate the information.



The CXME App was developed as part of improving internal communications from the feedback you gave in the employee engagement survey, and is part of turning Your Voices into Actions.

Here is how to download the App onto your smartphone:

- Go to [www.employeeapp.co.uk/cemex/gettheapp](http://www.employeeapp.co.uk/cemex/gettheapp)
- 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

The App is also available on a tablet or laptop via this link once you have registered -

<https://www.employeeapp.co.uk/cemex/web/login.php>

Please also check that you have enabled notifications for this App on your phone, as “Push Notifications” will be sent to you when new information is uploaded. To do this go to Settings > Notifications and check that for CXME the notifications are enabled.

### CEMEX UK Win Tipper Safety Award



CEMEX UK took top honours at this year's Tip-ex event which took place on Friday (June 3), winning the Tipper Safety Award (sponsored by VWS) for the “Tipping Roll Over Safety Campaign”.

Carl Milton collected the award on behalf of CEMEX. The Judges said that CEMEX had put significant time, effort and investment in this

industry leading safety initiative. Congratulations to everyone involved in this campaign.



But we all know safety has no memory so although we have done well in the past and can celebrate our efforts we must continue to remain vigilant as recent rollover incidents sadly demonstrate.

### Whoever You Support, Don't Let A 'Morning After' Penalty Ruin Your Euros



With the big kick-off starting this week Morning After has launched its Euro 2016 campaign.

Coinciding with the tournament in France, the campaign will run from 10 June to 10 July 2016 with a range of resources to remind people how long it takes for alcohol to pass through the body. And with four of the five home nations participating (we're sorry you missed out Scotland), the tournament provides the perfect opportunity to issue a reminder of the dangers of morning after drink driving.



Friends and families will come together at home and in pubs and clubs to enjoy the matches and, in many cases, a few celebratory drinks. The campaign aims to provide a timely reminder of how long it takes for alcohol to pass through the body, in a bid to help motorists avoid unwittingly driving while over the limit the 'morning after'.

For more information visit: <http://morning-after.org.uk/>

Please display the poster in the download section of the UK News website on notice boards and use as a discussion with Teams to raise awareness during the next few weeks.

## BEING THE BEST FOR CUSTOMERS

### Learn From Customer Complaints



100% of complaints will be dealt with within 24 hours - that is one of our service promises to customers. At the moment we are not delivering on that promise.

The most recent customer satisfaction survey showed that we are not dealing with our customer complaints efficiently which is why Stuart Keighley, Mike Higgins, Sue Hawkins and the Technical Managers are all working to deliver 'Dealing with Complaints' training to the UK Business.

Customer complaints should not be seen as 'something to brush under the carpet' but are an opportunity for us to improve what we do. Improving customer service is the key to setting us apart from our competitors which is why CEMEX UK is aiming to become the best in our field at giving great customer service. In this Olympic year we need to aim for a gold medal in customer satisfaction.

So far over 250 colleagues have completed Module 1 (of three) on dealing with complaints. The plan is for Module 2 'Investigate & Resolve' to be rolled out and completed by the end of September 2016 and Module 3 'Correct & Prevent' by the end of the year to improve our handling of customer complaints. If you or your Team is interested in finding out more about the training please contact Mike Higgins, Sue Hawkins or the Technical Managers.

### Rail Solutions Get Curves In All The Right Places...



A little over 12 months ago CEMEX Rail Solutions were asked to attend a meeting with London Underground. This was to help them come up with a design of concrete bearer for curves of less than 200m radius. The particular issue with tight curves is that of wheel / rail alignment around the curve. The way to ensure that wheels remain on the track is by use of a check rail next to the running rail; this guides the wheel and keeps it on the rail.

London Underground had designs of 2 base plates, one for the check rail end and one for the running rail on the other end of the bearer but





needed to mount it on a concrete bearer. This was not straight forward as there were 2 complications highlighted by a Finite Element Analysis carried out by Durham University.

- 1) The method of attaching the base plate to the bearer was via a cast in plastic dowell. This is a known crack inducer in pre-stressed concrete due to tensile forces set up around the dowell.
- 2) The dowells on one end need to be in close proximity to mounting positions for 3rd and 4th conductor rail mounting positions. These conductor rails are bolted on again into a plastic insert (another crack inducer).

To overcome these issues we have adopted industry practice from Germany and placed a tight fitting helical reinforcement around the plastic dowells to contain cracks. The plastic inserts for conductor rail mounting have been replaced by metal inserts. A second finite element analysis by Durham University concluded that these changes had significantly reduced the risk of crack propagation within the unit. A further 2 variants of check rail bearer were designed (short ended at either end) at the same time to allow for drainage catch pits which are sometimes in the way trackside.

Thanks to the contribution of our Operations, Maintenance and Quality Departments the 3 variants went into full production of around 100 units per week at Somercotes in early April and our client is forecasting a demand of 2,500 units by Christmas of this year. This is especially good news for our business as it replaces volume lost by the phasing out of the old hedgehog sleepers used in deep tube between stations.

A further variant is now being looked at to incorporate standard pandrol fastclip fastenings and inclined concrete; this would be used where the client has noise and vibration issues where a soft undersleeper pad could be used.

## BEING THE BEST FOR SHAREHOLDERS

### EU Referendum Better In Or Out?



The MPA are holding a debate on the EU referendum this Thursday at the QE11 conference centre, London, as part of their Mineral Products conference 2016.

EU debate speakers include Nick Boles MP, Minister of State for Skills and 'Stronger In' Campaigner, Richard Trice from the 'Leave EU' Campaign Group, Professor Vernon Bogdanor CBE (Kings College and Oxford Uni) and presenters Simon Jack (BBC Business Editor) and Justin Webb (BBC Radio 4 Today Programme) for what promises to be a lively and frank discussion. After the panel has their say the delegates will be asked to decide – are we stronger in or better off out of the EU?

Please contact Mary Burling to book your space on 07855 958 434 or email:

[mary.burling@mineralproducts.org](mailto:mary.burling@mineralproducts.org)



## BEING THE BEST FOR COMMUNITIES

### CEMEX Rail Solutions Raise £1,250 For The John Taylor Hospice



CEMEX Rail Solutions Washwood Heath took part in a 10 mile sponsored walk on Friday 27th May with proceeds going to the John Taylor Hospice in Birmingham. A spectacular total of £1,250 was raised and the money will go towards staff training within the hospice. The money came from colleagues on site and also suppliers and contractors.

Plant Manager, Terry Gillooly, said: "When we first met the people at the John Taylor Hospice they handed us a list of things they needed and I am delighted to see we achieved everything on that list through Lend-A-Hand days, tea dances and finished it off with the money raised from this sponsored walk. Everyone at the Plant should be very proud of the achievements as they have all played a part".

### Callander Nursery Kids Get On Their Bikes!!



The children of Callander Nursery can get on their bikes and learn how to cycle thanks to a donation of four balance bikes by the CEMEX UK Foundation, a charitable trust.

Callander Nursery, near Loch Lomond in Scotland, has 62 children aged 2-5 years on their role and is attached to Callander Primary School.

Marina Brunello, Senior Early Childhood Educator, Callander Nursery, comments: "Thanks to this donation we will be able to deliver the 'Play on Pedals' program which will help the children to develop cycle skills from a young age. Taking part in the program will give them the best chance of staying safe on the

roads. Having such good resources ensures generations of Callander Nursery children will benefit for years to come. A big thank you to CEMEX UK from the children, parents and staff".

The CEMEX Foundation supports community and individual activities in areas where the company has operations. Within the area CEMEX UK operates a Quarry and Readymixed Concrete Plant.

## BEING THE BEST FOR EMPLOYEES

### Your Feedback Really Counts



The results of Our UK Employee Engagement survey don't just sit on the computer gathering dust. The Management Teams take them very seriously and have spent time over the last few months discussing the engagement results with many of you – during communications forums, team meetings and focus groups. The feedback from these sessions has helped create action plans to try to address our weaknesses.



Our action plan is now available to view on the UK Voices Into Actions community on Shift:

<http://shift.cemex.com/communities/service/html/communitystart?communityUuid=560c7fec-0c9f-4fdd-90d5-f5c3cab865b5>

The action plan is also being communicated in other ways, for example each business also has an engagement poster to help communicate the plans to our colleagues who are not online. Watch out for these as they contain important engagement information relating to your local business area.

If you have any comments or suggestions then please forward these to your Line Manager.

Your voice really counts and it has helped to shape our action plans.

## Technical Development Programme - Turning Your Voices Into Action



Congratulations to all the Technical Development Programme TDP delegates who recently completed the 18 month programme and celebrated with an end of programme event.



As with all our employee development programmes TDP is one way that CEMEX UK offers employees the opportunity to develop their skills. Technicians from all business areas remain in their existing roles whilst undertaking an 18 month programme which is aimed at developing technical knowledge and leadership skills.

The next 2016/2018 TDP will start in September and is open to Technicians, Plant Technicians, Plant and Field Technicians, Laboratory Technicians, Technical Sales Support and Technical Administrators. The application process will begin in mid-June and will be circulated via Technical Management and via Shift.

As part of the programme delegates undertake an individual and group project based on real challenges faced by the business, prepare a technical report on the findings and present at the end of programme event.

Rob Greenfield, Training and Development HR Manager, commented: "All of the delegates did an excellent job on their projects with some robust findings and business decisions based on the outcomes. The presentations were really well communicated and kept the audience engaged throughout the day. The projects are listed below by delegate. The technical reports produced will be shared on the Technical Development Programme Shift Community and held in the project report library on the UK Materials Technical & Quality Community".

**Barry Mottershead:** An evaluation on the development of a web based system for logging aggregate particle size distribution (PSD) for the UK Materials business.

**Neil Woodfield:** An investigation into the stability of CA201 and CA202 air entraining agent in hardened concrete.

**Gilbert Morgan:** An investigation into the continuing issue with pyrites contamination in the materials supplied to CEMEX Concrete Products at Northfleet.



**James Tyghe:** An evaluation on the use of 0/4 concreting sands at static Readymix Plants in the production of Roller Compacted Concrete (RCC) and the impact this has on delivery options.

**Nathan Kite:** An evaluation of the potential uses of recycled asphalt.

**Gary Gibson:** An evaluation on the use of a recycled waste product for use as a supplementary aggregate in Masonry blocks or Paving blocks.

Group Project: Development of a UK Technical Training Matrix for Technician Roles.

Mike Higgins, National Technical Manager, comments: "I would like to offer my personal congratulations to each delegate on graduating the TDP and to those who have, during the process, been promoted into managerial/supervisory roles - well done all!"

### Love Is In The Air At South Ferriby!



Congratulations to South Ferriby employees Diane Wright and Richard Bromfield who 'tied the knot' a few weeks ago. The pair have worked at the Plant for a combined total of 63 years (Di for 37 years and Richard 26 years!) but have only been 'an item' for just over two years.

Unfortunately, the couple were both back at work on the Tuesday following the wedding but they're looking forward to getting away on their honeymoon in July.

Congratulations and best wishes to them both.

### More Celebrations At South Ferriby!



A joint retirement party was held recently to mark 8 South Ferriby employees' retirements. The retirees – Peter Barley / Mick Pettit / John Clipson / Roger Clarvis / John Jackson / Gerald Garner / Howard Butler and Les May were joined by their wives and partners at The Hope and Anchor pub in Ferriby.

Judging by the picture a good time was had by all!!!

### 15 Years For Rugby Employees



Congratulations and thank you to all the following Rugby Plant employees who have recently received their 15 year long service awards: Dale Smith / Neville Jones / Glyn Westerdale / John Willoughby / John Cresswell / Dave Jackson and Graham Bradshaw.





## 25 Years For Adam Coop



Adam followed in his father's footsteps when he joined Southam Cement Plant in 1991. He progressed from Fitters Mate to Maintenance Fitter, transferred to the Maintenance Team at the new Rugby Plant in 1998 and was promoted to Maintenance Team Leader in 2010. Adam and his wife, Joanne, no doubt celebrated with a good meal out and were delighted with the new fitted wardrobes bought as their gift – never mind Adam the watch will just have to wait!!

## A Whopping 40 Years For John Elson



John kept the family tradition going when he joined Rugby Works in April 1976 straight from school working as part of the Yard Gang, Handyman and Driver and has been with the Packing Plant Team since 1995.

John is pictured here on the right with his Line Manager, Carlos Contreras, being presented with his holiday vouchers. John and his wife Liz are looking forward to their luxury holiday.

## 15 Years For Jacqueline



Jacqueline Ward, Production Administrator at Rail Solutions Washwood Heath, has received her 15 years service award. Jacqui was part of the Technical Team for 10 years before moving to her current role. She was presented with her award by Paul Crowther, National Pre-Stress Standards Manager.

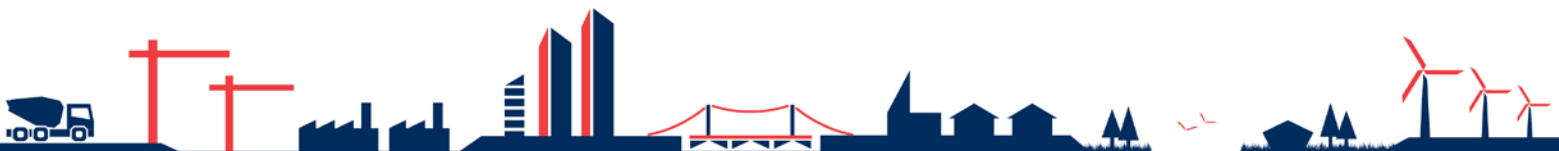
We would all like to thank Jacqui for all her hard work and assistance over the years.

## Bill Clocks Up 25 Years



Bill Mathewson, Crane Operator at Rail Solutions Washwood Heath, has received his 25 years service. Bill has worked in almost every part of the factory and has always made a point of assisting our new employees. He has recently reduced his hours but is still very much a key member of our weekend yard crew. Bill was presented with his award by his son, Andy, who is their Yard Foreman.

Terry Gillooly, Plant Manager, commented: "We would all like to thank Bill for the years of loyal service and assistance with our new employees and the enthusiasm he brings to work every day".



## Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
150-05-2016	Relief Plant Supervisor	Readymix Northern	Merseyside	10/06/2016
151-05-2016	Internal Sales Representatives x 3	Aggregates Central	Rugby Office	09/06/2016
154-05-2016	Process Operator	Cement	South Ferriby	15/06/2016
155-05-2016	Process Operator Maintainer	Cement	South Ferriby	14/06/2016
156-05-2016	Mechanical Maintenance Fitter	Cement	South Ferriby	15/06/2016
157-06-2016	Sales Manager	Readymix Northern	North East Cluster 3	17/06/2016
158-06-2016	Sales Agent	Readymix UK	Rugby Office	10/06/2016
159-06-2016	Commercial Solicitor	CEMEX UK	Thorpe	20/06/2016
160-06-2016	Plant and Field Technician	Readymix London	London	20/06/2016
161-06-2016	Quarry Electrician	Aggregates Northern	Raynes Quarry	21/06/2016

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](mailto: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.







# UEFA EURO2016 FRANCE



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'morning after' penalty ruin your Euros*