



Welcome to UK News 22nd June 2016
your weekly update from around CEMEX UK

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BEING THE BEST FOR FAMILIES

Together We Can Make A Difference... Remember To Drive Safely



We all have a legal and moral duty to drive safely at all times. When you're driving if you ever feel tempted to take any kind of unnecessary risk - THINK AGAIN!

- Don't try to overtake if you have any doubts
- Never gamble on traffic lights
- Keep a safe distance from the vehicle in front
- Adjust your driving if visibility is poor

Remember, we are all being watched more and more with CCTV and dashboard cameras. If you break the law you are much more likely now to bring yourself and possibly CEMEX into disrepute, or be prosecuted for dangerous driving. Together we can make a difference - remember that NOTHING is more important than your health and safety and the health and safety of those around you!

Follow Safe Systems Of Work



Whilst there were no lost time injuries (LTIs) last week, we do have to report a restricted work injury involving a contractor which has been added to the total recordable injuries (TRIs). The contractor, an agency worker, chose to climb over some precast moulds to cross a shop floor. Rather than complying with the safe systems of work and using the surrounding designated walkways when attempting to step down from the moulds, the contractor landed awkwardly and suffered tendon damage to his left foot.

Safe systems of work and site rules are in place across our operations to minimise the risk of injury. It is important that we all understand and comply with them.

500 Water Bottles Later....



It might not have been sunny but it didn't rain at this year's Hanwell Carnival in West London. London Readymix had a stand and



organised a truck to support the Ealing branch of London Cycling Campaign, both of which were in Elthorne Park, along with fun rides, local arts and crafts, refreshments and much more.

“It was a great event and the truck certainly caused a lot of excitement amongst both cyclists and non-cyclists alike. As well as talking to cyclists about not going into the potential ‘blind’ areas we were able to chat to people about not stepping out close to HGVs as drivers may not see them,” comments Liz Young, Communications Department. During the afternoon Liz, Sharon Baker and Jamie Izzo (both from London Readymix) and the driver from Moriarty’s, gave out over 500 water bottles, a similar number of children’s high vis vests, slap bands and leaflets all promoting road and cyclist safety.

New Suite Of MPA Stay Safe Signs Expanded



An essential aspect of public safety is ensuring that relevant signage is used at operational and non-operational sites.

MPA has worked with the Health and Safety Committee to produce a revised and extended set of Stay Safe signs which are now available for purchase. The graphic signs and new visual impact signs have been designed to help the public understand the nature of a hazard regardless of language. They conform to British Standards.

To ensure consistency and protect copyright, the artwork will only be made available to other sign manufacturers who sign up to being official suppliers of MPA Stay Safe signs.

The new suite can be purchased from GSB Signs:
<http://www.gsbhealthandsafetysigns.co.uk/quarry-signs/>

Please view the flyer [here](#)

For further information contact:

Elizabeth.Clements@mineralproducts.org or Kevin.Stevens@mineralproducts.org

BEING THE BEST FOR CUSTOMERS

Customer Complaints Are An Opportunity To Improve



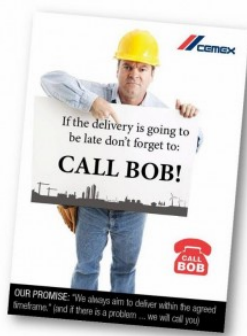
Last week saw the LIDs (Leaders in Development) past and present reunited as Stuart Keighley briefed them about our customer service standards. They talked about the importance of recording complaints and dealing with them in a constructive way.

This is part of our drive to become more customer centred in our business and see complaints as a way to improve our service to customers, not as an inconvenience to be brushed under the carpet.

If you would like to find out more about how to deal with customer complaints then contact Stuart Keighley or Sue Hawkins.



'Calling Bob' Pays Off



Cementation Skanska were really happy with our service despite a problem with s/plas causing a 1 hour delivery delay. Andy Evans (Site Manager) said that it wasn't a problem and due to the prompt communication from both operations, Glynn at Goole and Sarah in Shipping, meant all were kept informed and could plan breaks around it.

This contract was hard fought and won by our Sales Team. Independents regularly call on our site to look for chinks in our armour for an easy steal. They are, however, being given the feedback 'service is great with CEMEX'.

So well done to Glynn and Sarah for 'calling Bob' and keeping our service promise to customers – 'we promise to deliver within the agreed timeframe or we will call you'.

BEING THE BEST FOR SHAREHOLDERS

Buxton Paves The Way For Volume Improvements



During 2015 the Slab Plant at Buxton had been operating for 25 years and was starting to show its age. It had been seen that the mail 'anvil', which is a critical part of the vibration/compaction system, was starting to show fatigue and the supporting concrete was cracking and braking away thus leading to an



increase in quality problems and operational issues. At the end of 2015 the Slab Plant had to undergo signification CAPEX improvement works to reset the anvil.

Following this work the Plant had been achieving some record levels of production with all the productions boards being filled on many days which totalled over 830m² of product. Slab Plant Foreman, Pete Craven, says: "You can tell the machine is running much better just by the sound it is making. There is no loss of vibration at the anvil which gives us a much better compaction of the product allowing the machine to make slabs without having to stop for various issues and setting alterations."

As the DIY paving season is now underway in earnest these extra M2 slabs are proving useful in helping us meet our customer demands.

BEING THE BEST FOR COMMUNITIES

Cement Management's Epic Lend-A-Hand Day



It's amazing what can be done in a day with a little planning and



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help from our friends. The Cement Management Team spent their Lend-A-Hand day at Brooke School in Rugby which is a school for a broad spectrum of special needs children from age 2-19. The school has a small farm and forest section which was where the Team focused their efforts.

The Team was made up of: Brian Southam, Carl Platt, Clare Pickering, Colin Mousley, Dave Hart, Grant McMillan, Jan Peters, John Lay, Lee Needham, Liz Platt, Marco Murillo, Mary Ann Macinnes Collins, Matt Wild, Paul Russell, Philip Baynes-Clarke, Steve Lankfer and Stuart Neil.

They also had help from suppliers who donated materials for the job.

The Team:

- Laid 15m³ of wood chips on the pathways making it more accessible to those with mobility issues
- Painted the pavilion
- Constructed a wooden floor in the lean to
- Installed 4 log benches and 20 log seats
- Constructed a bug hotel and a hedgehog hibernation box
- Installed a cooking rack for the open fire



The teachers and pupils were blown away by what the Team achieved in just one day. Here are some of the pupils comments:

"Our wheelchairs won't get stuck anymore."

"It's more 'naturey' than what I remember."

"It's not even wobbly!" (child sitting on a seat).

"How have they done all of this in one day?"

"Can you tell them to come to Forest School so I can say thank you?"

Twite All Right At Dove Holes



Good news for our Twites at Dove Holes is that three juveniles have been spotted by the RSPB bird surveyor, George Hudson. This is great news and shows that these tiny birds are breeding on site.

CEMEX Snowbrainers



With what has been dubbed 'women vs mountain', 10 of the concrete products Customer Service Team are climbing the tallest mountain in



Wales, Snowdon, on the 24th June to raise money for Brain Tumour Charity - Team Snowbrainers.

They are not climbers (or walkers really!) so it is a new challenge for them all. If you can support them in this you will be helping to support a charity raising money to fight the largest Cancer killer of children and adults under the age of 40.

The cause is close to the hearts of some of the Team so any sponsorship or donations that you may be able to provide would be greatly appreciated. Good luck to the Team: Nic, Lou, Carla, Amy, Kristina, Siobhaun, Hannah, Keisha, Charlie and Sarah.

If you would like to donate please go to: <http://uk.virginmoneygiving.com/cemexsnowbrainers>

Paving Solution South Lend-A-Hand



Paving Solutions Southern Team helped resurface the front reception area of the Pavilion Sports and Social Club in Wotton-under-Edge for their Lend-A-Hand day. The idea followed from a call from Steve Peglar, Asphalt Supervisor at Wickwar Quarry.

Steve sadly lost his son to Meningitis a few years back and has been raising money for Meningitis UK for several years and always uses the Sports and Social Club to hold these events. From these events Steve has raised £43,741 to date with the help of friends, family and the local community.

Steve had explained the problems encountered with Health & Safety and Risk Assessments when holding these events due to the poor condition of the existing surfacing that had many trip hazards and loose material.



John Burton, Business Manager Southern Paving Solutions, comments: "I approached Garry Gregory with the proposal that we could do a Lend-A-Hand project by resurfacing the area utilising our own men and with some assistance with a small amount of material provided by Wickwar Coating Plant. I am pleased to say this was very

well supported by Garry on behalf of CEMEX.



The whole day, barring some very wet weather, went very well with the local newspaper attending site to do a small article on the scheme. Hopefully this will gain some very good publicity for CEMEX and its Lend-A-Hand scheme.

A big thank you to the following Team members: Mark Fitzell, Tim Fry, Andy Rushant, George Woodward, Paul Newman and Phil Prosser, and also to Hire One who kindly supplied and moved the plant for us free of charge.



Steve commented that this would make a massive improvement to the Club and also support the local community who use the Club on a regular basis, and will hopefully help raise more money for Meningitis UK.”

BEING THE BEST FOR EMPLOYEES

Thanks For Your Effort Hero For May



Is Adam Harrison, Mechanical Supervisor at Rugby Cement Plant.

Adam Harrison changed his family plans and holiday at the last minute to help his CEMEX colleagues in the USA in order to keep them safe. Adam put aside plans made for the Easter break to travel to the Victorville Cement Plant USA on Good Friday.

Victorville required support to install refractory safety netting during their annual kiln outage, developed previously at Rugby Cement Plant.

During his time in the USA Adam worked long shifts to pass on his knowledge and share learning's from Rugby. Adam, a loyal Leicester City fan and season ticket holder, also missed a major game in their unique season the following Sunday whilst travelling home.

Adam's commitment, skills and effort was commented on by the Victorville Plant Director stating 'Adam was superb'.

Thanks For Your Effort Too



It's not just Adam who is the hero this month. Here are the great stories from the other nominees all of them demonstrating colleagues going above and beyond to keep our business on track:

Steven Darvill, Plant Supervisor, RMX Northern Cluster 6. Steven followed our 'Call Bob' guidelines by literally ringing a customer called Bob to check if they were

happy with our service. Steven noticed that the customer hadn't come back for more product after our initial supply. He found out that the customer had a problem whilst putting the road in but would be back to us shortly. The customer thanked Steve for being so proactive.

James Halfpenny, Edith Heggie, Archibald Orr, Tom Hunter, Blair Mclellennan, Lucy Birch and Query Team. Readymix Scotland and the National Query Team have demonstrated a commitment to reduce outstanding queries from a peak in December 2015 of approaching £200k to below £20k in May. This has required collaboration across the Team, commitment to addressing customer issues quickly and improving process to reduce query creation.

Nicola Drabble, Rail Co-Ordinator, Aggregates. Dove Holes Rail suffered a major setback when a derailment just outside the Quarry sidings resulted in a greatly reduced train capability for 5 days including 36 hours of no trains at all. Nicola, as Coordinator, took control of managing the situation from CEMEX's perspective including lots of Out of Hours contact with our freight provider, DB Cargo, to



make sure all parties were kept informed of the situation and that those trains which could run went to the priority locations with the right products.

Danielle Allen, Internal Sales Rep, Aggs and Asphalt in Rugby. Danielle trained the Sales Reps in a new Asphalt Pricing Tool. During the session she kept the audience thoroughly engaged. She encouraged audience feedback and challenges which ensured the key messages were delivered and understood.

Colin Conman, IHC Readymix Northern, Leeds. Colin was working out of Hull which had 250m³ of concrete to produce that day. When the belts snapped on the radial conveyor this was promptly fixed and we started working again. After another hour the belts snapped again with no other spares and our suppliers were saying they couldn't get us any until the next day. Colin stepped in and said he would go to one of his suppliers who were 2 minutes away to try and get some. Colin was back within 10 minutes with replacements and saved the day - Being best for our customers.

Phillip Hutchinson, Danielle Allen and Barinder Sandhu – Asphalt. In order to extract maximum value for our products the Asphalt business led by Brin, Phil and Danielle, have improved the Asphalt Pricing Tool. It now reflects the CEMEX global segments, payment behaviour, customer size and contract attractiveness. After several months of adjustments and testing the tool it was then ready to be presented to the Asphalt Commercial Team.

Congratulations To Our Successful 2015 LEAD Delegates



Well done and congratulations to all 13 of our delegates who have successfully completed 12 months on the Leadership, Education, Application & Development (LEAD) Programme - part of CEMEX UK's commitment to provide career development opportunities.

When the delegates began the programme in April 2015 they were unsure of what lay ahead, but by April this year the delegates emerged from months

of learning, business familiarisation and project research, proposals and implementation as confident, enthusiastic individuals with a much broader business knowledge base and personal learning and development.

This year saw colleagues from Cement Operations, Business Performance, Building Products, Cement Commercial and Logistics come together for the full year programme. The programme ended with the delegates presenting their business improvement projects to Jesus Gonzalez, Matt Wild, Phil Baynes-Clarke and their Senior Teams and then enjoying an opportunity to celebrate their success.

The course does not end there though as the delegates continue on to further develop their learning back in the business by implementing their projects across their own and possibly other business areas in the spirit of collaboration.

We express our gratitude not only to the Commercial Cement, Building Products, Rail, Ash and Logistics businesses for supporting this programme, but also to the whole of CEMEX UK for providing excellent learning opportunities, sharing best practice and enabling the delegates to familiarise



themselves across the whole spectrum of business areas. Matt Wild commented: "These opportunities are invaluable to the continued development of our employees and the collaboration across businesses".

Please join us in congratulating those successful delegates as follows:

Scott Price, Matt Sumner, Willa Gillespie, Paul Kania, Ed Castleton, Stuart Woods, Luke Devine, James Watson, Gary Burgess, Mark Brown, Paul Wilson, Kieran Brennan and Stuart Robinson.

The programme continues to move from strength to strength and with the feedback from our delegates we want to continue to moving the programme content forward making it current and relevant from year to year. With a short break, LEAD 2016 will launch later in the year.

Ready When You Are - The New CEMEX Learning Platform



Modern work practices are changing and so is CEMEX Learning - we have made our learning platform more accessible. Today we are launching the upgrade of our CEMEX UK Learning platform. So what's new?

- Easy to access 24/7 - either at work or wherever is convenient for you
- Access through your computer, your tablet or even a smart phone
- Wherever you have internet access you can now access the new

CEMEX Learning platform – SABA Cloud

The first interactive course for you to complete explains our CEMEX UK Standard relating to the use of mobile phones whilst driving. Health & Safety Mobile Phones & Driving (takes about 30 minutes).

Direct access to this course is via the following link:

https://cemex.sabacloud.com/Saba/Web_spf/PRODTNT143/common/leclassview/dowbt-00004302

You can also access Saba Cloud via the 'Learn and Grow' link in Shift Services

<https://cemex.sabacloud.com/Saba/>



Quick User Guides - Click Here

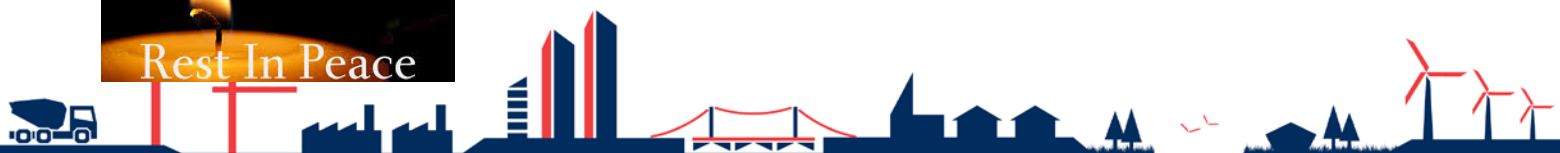
Please ensure you log in and complete this vital training to help us achieve Zero Harm.

If you have any problems accessing the course please contact the GSC on 0800 783 1603 or 5555 from selected CEMEX locations, or send an email to gsc.europe@cemex.com

Gareth Turner, RIP



We are very sad to report that Gareth Turner, a long serving Readymix IHC in North Wales area, passed away last week. He was found sitting in



his cab still behind the steering wheel of his truck at the Colwyn Bay Plant. Our thoughts are with his family, work colleagues and friends at this sad time.

25 Years For Yvonne Foley



Congratulations to Yvonne Foley, Sales Representative for Aggregates, who reached 25 years service on 10th June 2016.

Yvonne is responsible for Aggregate Sales in the East of Scotland/Edinburgh.

On behalf of all her colleagues in Scotland and the wider UK CEMEX community we congratulate Yvonne on her achievement.

In the picture Yvonne is seen receiving her long-service award from John Miller, Aggregates Commercial Director.

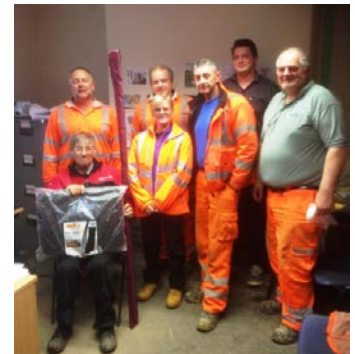
Michael Gregory Retires



Goodbye and good luck to Michael Gregory who retired from Tattershall Quarry after 38 years. He was presented with a lovely cake by Andrew Wright, Quarry Manager, and presented with fishing gifts from CEMEX.

A big thank you to Mick for all his hard work and help over the years.

Enjoy your well-earned retirement.



Matt Wright Reaches 15 Years



Matt Wright has just reached his 15th year whilst working with CEMEX/RMC. He has had various roles within CEMEX but seems to have found his niche at Castleford Mortar Plant. The role at Castleford can be very challenging as anyone who has run a Mortar Plant will tell you but Matt has risen to the challenge.

He works really well with his partner in crime at the Plant, Martin Ward, and the Teamwork really shows in how the Plant is being managed.

Kensworth Golf Day Sunshine!



30 happy golfers enjoyed the sunshine, good company and 2 rounds of golf at the Forest of Arden Golf Club on 12-13 June at Kensworth Quarry's annual golf event.



The players, a mix of CEMEX employees and suppliers, played 18 holes on the Aylesford course on the Sunday, stayed overnight at the Country Club and played 18 holes on the Championship Arden course on the Monday. The overall winner was Alan Grimmitt who works at Rugby Logistics. Quarry Manager, Martin Lithgo, thanked all the suppliers for their support.

Institute Of Quarrying Unveil “Skills Wheel” At Hillhead 2016



The Institute of Quarrying has launched 4 new videos about the skills wheel to help raise personal and operational performance standards in the quarry sector. Our very own Hayden Gill, Site Manager at Dove Holes, appears in the Knowledge and Innovation video (<https://youtu.be/ceYOQlaFbdg>) and Scott Saunders, also from Dove Holes, appears in the Engagement video.

The skills wheel is designed to help individuals and operators make informed decisions about investing in relevant industry specific and vocations skills development to deliver better skilled employees in the quarrying sector.

The Hillhead Exhibition is on 28th and 30th June and is a great way for our Aggregates Managers to see what is happening in the wider industry and to make connections with suppliers.

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
169-06-2016	Technical Sales Support	National Technical	Rugby Office	29/06/2016
170-06-2016	Plant Supervisor x 2	Readymix Northern	Mersey Gateway Project	29/06/2016
171-06-2016	National Operations and Purchasing Planner Aggregates & Asphalt	National Operations	Oldbury Office	30/06/2016
172-06-2016	Quarry Manager	Aggregates Scotland	Hyndford Quarry	24/06/2016
173-06-2016	Shift Fitter	Concrete Products	Northfleet	01/07/2016
174-06-2016	Shift Operator	Concrete Products	Northfleet	01/07/2016
175-06-2016	Logistics Planner	Cement	Rugby Office	24/06/2016

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 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.





