



Welcome to UK News 6<sup>th</sup> July 2016  
your weekly update from around CEMEX UK

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## BEING THE BEST FOR FAMILIES

### Well Done On A Zero Week



Zero is possible. Congratulations to everyone for making last week a Zero Harm week.

Keep going and make this week the same.

Remember to STEP IN if you see anyone behaving unsafely.

### Are You Sitting Too Much?



There is increasing evidence that remaining seated for too long is bad for our health regardless of how much general exercise we do. The attached Alert (either at the end of the printed version of UK News or in the download section of the website) outlines the health risks and provides some tips on how to keep active. Also attached is a new CEMEX flyer providing tips on exercises that can be done in the office.

If you have a job which means you sit down for more than 30 mins at a time, try and take 'active breaks' every half an hour. Just get up and walk about for 2-3 mins to help your metabolism going again, or do some simple stretches to reinvigorate your circulation.

Please share these materials with Teams as appropriate to raise awareness of the need to take regular exercise.

### 'A Grand Day Out....' In Cab Pilot VFL Day



A pilot 'In Cab VFL Day' was held in Dove Holes last week - inviting people from around the business to spend time going out with a CEMEX truck driver - loading and delivering aggregates and asphalt and experience on road driving in a heavy goods vehicle.



The feedback was extremely positive about the skill that our drivers show whilst driving to ensure the road space is shared safely, and also their professionalism and customer service focus when they interact with customers on delivery sites.

<https://shift.cemex.com/profiles/html/profileView.do?userid=5B22551C-C4AD-42D8-BC08-23F1C81AB179>

Watch this space as we look to replicate more events this later in the year at other locations and people are always welcome to contact their local Logistics Manager to organise individual local visits and carry out an In Cab VFL with one of our drivers.

Matthew Wild commented: "I would encourage everyone to participate in these In Cab VFLs. It gives you a great insight into the challenges our HGV drivers face every day both on the road and on site. I guarantee you will behave differently around lorries when you drive after being in the cab of one all day. It's also great for engaging with a relatively remote part of our workforce.

A big thanks to the participants who invested time over the 2 days - 22 staff and drivers took part and everyone benefitted and enjoyed the experience."

|                 |          |                |
|-----------------|----------|----------------|
| Matt Wild       | Drivers: | Eddie Broster  |
| Neil Farmer     |          | Kevin Long     |
| Garry Gregory   |          | Steve Booth    |
| Rob Doody       |          | Gary Donnelly  |
| Dave Hart       |          | James Maynard  |
| Peter Hoare     |          | Adam Massey    |
| Billy Johnson   |          | Gary Donnelly  |
| Hayden Gill     |          | Paul Hammond   |
| Patrick Nicklin |          | Tom Farmer     |
| Les Grabarz     |          | Sarah Lomas    |
| Carl Milton     |          | Liam Tomlinson |

## Stay Safe On The Roads



There is a great video on YouTube:

<https://www.youtube.com/watch?v=7CLCMY0umt4>

to remind us all to drive and cycle safely at all times, particularly when in congested urban areas where there are many other road users like cyclists and pedestrians. Over the last ten years the number of cyclists on the roads has increased by 15%, and in cities cycling has increased even higher as many now choose to commute this way.

Anyone who recently bought a new bike through the excellent Cycle to Work Scheme will soon receive the CEMEX DVD called Think Ahead - Think for Everyone. It shows the tragic impact on one family after a lady died following a collision with a truck. It also gives simple reminders of how cyclists can stay safe when out on the roads.



Always stay safe, stay alert and watch out for other road users - for many of us travelling to work is the most dangerous thing we will do every day!!

### Asphalt Southern 4 Years LTI Free



Huge Congratulations to everyone in Asphalt Southern who have achieved 4 years LTI free. Garry Gregory, Director Asphalt and Paving Solutions, commented: "This is a fantastic achievement and is a result of the continued efforts and focus of you, your Team and all those that work with us on a regular basis. There are many reasons why we have achieved and maintained a sustained period without

suffering an LTI. Let's look to replicate these in order to continue to operate safely and without incident in the future."

### LTI Free Congratulations To.....



Bulk Cement at Tilbury and Rugby who achieved 9 and 7 years LTI free respectively.

### CEMEX Helps At Traffic Accident Investigators Day



CEMEX supported the Institute of Traffic Accident Investigators (ITAI) crash test and research day on Thursday 30th June 2016 at Bruntingthorpe Airfield and Proving Ground.

The event attracted over 250 people with Police units from the London Metropolitan and various county forces, as well as private experts in the fields of traffic incident investigations and road safety.

The CEMEX Team consisting of Carl Milton, Bob Lockhart, Darrell Collins and Leon Rea had a very busy but rewarding day taking members of the institute for a test drive and displaying and discussing the CEMEX truck's safety features to protect vulnerable road users.



The low cab, high visibility Econic tipper and a cement articulated tanker were on display.



There was great feedback on the trucks and a big thank you from Peter J. Sippitt, MBE Chairman of Institute of Traffic Accident Investigators, for CEMEX's commitment to the event and road safety.



## Great Driving Lee – Thank You



You may remember a couple of weeks ago we wrote a story about a driver who was complimented by the Queen's outriders for his courteous driving. We have now tracked down the driver and can officially thank him! Well done and thank you to Lee Nicholls an employee LGV driver who was driving one of our Aggregate dippers.

## BEING THE BEST FOR CUSTOMERS

### Making Customer Centricity Our Passion



CEMEX is serious about customer service. To demonstrate how committed the senior Global CEMEX Team are they have posted videos on Shift and signed the customer service pledge. So far 5 Executive Committee members and 13 Country Presidents from CEMEX have made customer centricity videos

committing their countries to become totally customer focused. Jesus Gonzalez, our President, has put up his video too. They can be viewed on Shift: <http://cmx.to/28PrAMz>

If you agree with this sentiment then you can sign the pledge too via Shift using the link above. The UK is already well on the road to putting the customer at the centre of all we do but it's good to know that the whole of CEMEX is doing the same.

### Spot The Difference.... Clay or Concrete?



This week we received our first order for our new concrete facing bricks from Persimmon Homes. This is culmination of a fantastic new product development and introduction effort from the whole Concrete Products Team with exceptional support from Mathew Tranter in Housing Solutions.

Persimmon is the UK's largest house builder so this order is a significant milestone and I'm sure that this will develop a larger and wider relationship. Concrete facing bricks replace traditional clay brick of which around 1.7 billion are used in the UK each year. This really is 'Growing the Pie' for

concrete and CEMEX.



### Winning New Work Is Our Only Goal...



Meet Jenna Swain who has been formally appointed as our new Submissions Manager. Jenna heads up our proposals Team to ensure we meet the requirements for various tender processes and beat the competition to win new contracts.



She has worked in bidding and submissions Teams for the last 9 years across our industry which include Lafarge and Aggregate Industries. She joined CEMEX in 2015 as Technical Proposals Manager.

We asked Jenna to tell us what she and the Team do: “To work with many local government organisations we have to go through an in depth procurement process. Part of my role as Submissions Manager is to ensure that CEMEX meets the requirements of this process through the production of Quality Submissions, Prequalification Questionnaires, Supplier Documents, Capability Documents and Trading Agreements.

We work as part of the National Commercial Team and work alongside colleagues from across the UK business. It doesn't matter if it's Readymix, Asphalt, Paving Solutions, if there is a public tender going out we are the Team that completes the documents.

I, along with members of my Team, have been involved in all elements of the bidding process from conception through to final completion, ensuring that the business consistently out performs against its competitors and ultimately wins work!

If you receive any documentation from your clients, customers or a supplier that looks different from the norm or requires additional information, policies or procedures then please do not hesitate to contact me, alternatively we also have a dedicated submissions email address: [biddepartment@cemex.com](mailto:biddepartment@cemex.com)”

## BEING THE BEST FOR SHAREHOLDERS

### Martin Allcroft Is CEMEX's First Fuel Champion



Logistics Aggregates has been transforming CEMEX truck fuel efficiency using the latest vehicle telematic technology, giving drivers key information on their driving style and fuel performance. This has led to big savings both for our fuel bill and the environment and the launch of the CEMEX driver ECO awards scheme - recognising and awarding the highest achievers.

The first CEMEX driver ECO awards winner for the first half of this year was Martin Allcroft - Dove Holes Driver. Martin came top out of 300 drivers and scored on average 96% and is pictured (centre) being congratulated by Matt Wild, VP for Logistics, and his Line Manager, Les Grabarz.

There were some close contenders scoring over 90% - Cosmin Bogatu, Bletchley (94%), Steven Hodgson, Halkyn (94%), Edward Cartwright, Halkyn (94%), Nigel Roberts, Halkyn (93%) and Loan-Eugen Ciobanu, Angerstein (93%).

A big well done to our Eco driver champions and let see who comes out top in the next published results.



## MPA Presents Its Views On The Post-BREXIT Situation To Parliamentarians



MPA led the discussion in the House of Commons to the All Party Group for Mining and Quarrying on the situation post-BREXIT as seen from the industry point of view. There was general agreement that it was still very volatile and the Parliamentarians all thought that there should be no rush to implement Article 50 of the Lisbon Treaty, which formally starts the 'divorce' proceedings with Europe.

There was agreement too that the most problematic issue for the industry was the uncertainty about future investment by both Government and private developers and that that would probably mean a flat production volume this year and a lower than forecast volume in 2017. MPA highlighted that it was now more crucial than ever that plans to invest in infrastructure and initiatives such as Hinkley Point, the third runway in the South East, and the Northern Powerhouse are delivered without delay.

The MPA is currently reviewing the implications of BREXIT on issues of direct interest to members. This will take account of the MPA's pre-referendum Members Briefing issued in May as its source material, together with emerging information, and analyse relevant issues in more detail.

The initial list of topics under review includes: politics, economy, markets, taxation, standards, skills, trade, carbon, directives and EU trade associations.

Clearly, some aspects may have to wait until the ambitions for the UK and the new model of trading relationships is clearer, although there are some that can be foreseen in short order and the next Briefing will be issued on 12 July. Others will follow as and when key issues that are currently uncertain become clearer.

For further information on the MPA's industry view go to: <http://www.mineralproducts.org>

## BEING THE BEST FOR COMMUNITIES

### Cement Logistics Lend-A-Hand



Members of the Logistics Team from Rugby spent an enjoyable day painting the inside of the Shakespeare Hospice charity shop in Wellesbourne. The aim of the charity is for everyone living in the community with a life limiting illness, and those who matter to them, receive the support, care and compassion they need and deserve.

The Team of six started work at 8.00am and had two coats of paint on all the walls and painted all of the skirting boards and doors before lunch. Post lunch was spent tidying, cleaning and putting wall fixings/brackets back together again. Matthew Price, Corporate Fundraiser for the charity, and the Team in the shop couldn't thank CEMEX enough for their time and effort, and were delighted to be able to re-open the shop the following day with its face lift.



## It's A Knockout Returns.....



Team CEMEX once again helped raise funds for Bluebell Wood Children's hospice at It's A Knockout. A great day was had by all even though the weather was not kind.

The Team thanks all the competitors and spectators from both Teams for making the day a great success.

The two CEMEX Teams were made up of: Maddie O'Toole, Jenni Thrower Mezies, Brandon Smith and Kaylee Pruden from Customer Service at Rugby, Sean Cassidy from our Environmental Department, Yorkshire Operations were represented by Mick Hix, Adam Chedgzoy,

Glen Courtney Marcus Bedford, Roger Taylor and Simon Dyson. Sales - Garry Webster, and Sanchia Parks. Paving Solutions - Matt Crowder, Nichola Cox, Joanne Russell and Julie McLean.

Bluebell Wood has thanked us again for our support. So far they have raised £1,280.00 out of their £2,000 target. Please see their JustGiving page (<https://www.justgiving.com/John-Parker13>) if you wish to make a donation.

The day is a great demonstration of being the Best for Communities and in the process helping us be the best by building a stronger CEMEX - two Teams one CEMEX!

## Congratulations To The Snowbrainers



raised £1,600 for Brain Tumour Research.

Well done to the intrepid Team of women who trekked up Snowdon for a Brain Tumour charity. They also had a very successful cake sale raising £120 beforehand. The weather on the day of the trek was pretty horrendous in some places but they had a fantastic day and so far have



Well done to Amy Davis, Nicola Bellas, Hannah Plimmer, Keisha Dawkins, Siobhaun Anderson and Kristina Johnson.

## Want To Support The Big Butterfly Count?



Then sign up for the Big Butterfly Count's social media awareness campaign or 'thunderclap' by using this link:

<https://www.thunderclap.it/projects/43898-big-butterfly-count-2016>

and sign up for a Tweet or Facebook message to automatically be posted on your page on July 15th to spread the word that our butterflies need you! If you would like to take part and count butterflies either at work or home then go to [www.bigbutterflycount.org/](http://www.bigbutterflycount.org/)



## BEING THE BEST FOR EMPLOYEES

### Apprentices College Project Pays Homage To The Somme



Nathan Shipstone, one of our apprentices up in Buxton, has helped build a 10 foot replica of the World War I Tank to celebrate the 100th anniversary of the Battle of the Somme. James Young, another of our apprentices, was also on the Team.

July 1st was the 100th anniversary of the Battle of the Somme. The first use of tanks on the battlefield was the use of British Mark I tanks at the Battle of Flers-Courcelette (part of the Battle of the Somme). This was a revolutionary major engineering and technical feat. To acknowledge this historic event the group of SETA apprentices fabricated a realistic 10 foot by 4 foot replica made from mild steel plate of that type of tank.

The challenging work was done over 5 months under the guidance of their welding and fabrication tutor. Apprentices developed and used fabrication and welding skills in the SETA Training and Skills Academy while on their first year block training. This was done at the same time as they were doing their other apprenticeship technical training and qualifications.

It should be noted that before starting their training the apprentices had no prior skills and experience in this field which makes the final result that much more impressive.

### 40 Years For Clive



Huge congratulations to Clive Jones based in Taffs Well Quarry just North of Cardiff, who recently completed his 40th year as a Quarry Operative. Clive has been based at Taffs Well for all of his 40 years service.

During this time the site has been under the ownership of 4 previous owners before CEMEX. Clive has operated various items of mobile equipment, the main ones being Loading Shovel and Articulated Dump Trucks.

Clive and his wife, June, spent a relaxing holiday in the Dominican Republic as his long service award.

### The Programme Formerly Known As AMDP, Kicks Off...



Newly named Operations Academy took place in May and June. There were **140** Aggs Managers, Assistants, Supervisors and Trainees in attendance.



The purpose of this year's sessions was to reinforce the Aggregate **JustCi** way of doing things - continuous improvement in everything we do. Day 2 of the event was called 'Know your Numbers' and explored the accounts and which numbers influence our performance. This session culminated in how to prepare an investment business case or A3 Report. This course is part of people development giving CEMEX employees a chance to develop their knowledge and skills and is part of our 'Voice into Actions' from your Engagement Survey feedback.



Thanks go to Craig Hooper for organising this year's sessions; the Area Operations and Business Performance Managers for their support and a very special thank you to Mark Beagrie and Stuart Rees for design, development and facilitation of the **JustCi** training. As with previous years, the training was a mixture of knowledge transfer and practical learning experiences which were received very positively by the audiences.

### Concrete Products People Development



Concrete products have just finished the first CP progression programme for four of their employees as a direct result of feedback from the Engagement Survey. This 'Voices into Actions' initiative is bridging the skills development gap for employees at the CSA/TC level. The course was welcomed by the attendees who all praised it on Shift. The programme was for 12 months and included 10 modules covering items such as Health & Safety, daily brief and Team communication, time management, managing and supporting employees, route cause analysis and finance for non-Finance Managers!

### Scarborough RMX Over The Moon With New Facilities



A programme of improvements to welfare facilities is continuing across our Readymix operations as part of our engagement action plan. The latest to benefit from this initiative is Scarborough Plant - the old canteen and toilet were 50 years old and in dire need of replacement!



Dave Hunter, Plant Supervisor, is over the moon with the upgrade and investment in his Plant.

### Some Simple Rules For Using Work Mobiles



The use of mobile devices has improved the way we work and do business. However, it has also brought new security risks that can jeopardise the confidentiality of our information.

Please review the following DO'S & DON'TS list to learn about practices that can reduce those risks.



| DO  | DON'T   |
|---|---|
| Configure your device with a passcode that cannot easily be guessed. Use finger print if is available in your mobile                            | Leave your device unattended in public places   |
| Ensure that your device locks itself automatically (after a short time period). 3 to 5 minutes is a best practice                               | Leave your device in your car   |
| Keep your operating system up to date   | "Jailbreak" or "root" your device   |
| Download applications from credible, official app stores. AppStore & Google play for public applications and CX Store for internal applications | Click on links or open attachments that you weren't expecting (emails, SMS, etc.). First, verify their legitimacy before proceeding |
| Check your apps' permissions and understand those permissions before accepting them   | Connect to public Wi-Fi access points   |
| Disable apps from untrusted sources   | Use your device as a hotspot (shared internet hub) if you are connected to CEMEXNet   |
| Enroll your mobile device on the CEMEX Mobile Management Platform   | Decommission your device without deleting your information and deleting corporate applications (i.e., resetting the device)         |
| Report to GSC if lost or stole your mobile device and ask data deleting to protect your information   |   |

### Good Luck Amy!



Amy Burgess, Fleet and Maintenance Administrator for logistics, is donning her trainers and getting ready to be muddy... very muddy... she is taking part in a 5k Race for Life Mud Run on 16<sup>th</sup> July for Cancer Research. Amy sadly lost her Grandad to cancer so it is a cause very close to her heart.

People who know Amy will laugh at the fact that she is doing something that involves exercise let alone getting dirty!!

If anyone would like to support Amy then please give generously via her JustGiving page:

<https://www.justgiving.com/MrsBurgess>

She has already had support from the Rugby office where she works and Washwood Heath where her husband works, and she would like to thank everyone who has shown faith in her so far! She is hoping to raise £300.

Well done Amy for committing to this race and we are sure your Grandad would have been very proud of you.



## Internal Vacancies

| IVC Ref     | Position                    | Company               | Location                    | Closing date |
|-------------|-----------------------------|-----------------------|-----------------------------|--------------|
| 180-06-2016 | Quarry Manager              | Aggregates North East | Pallett Hill                | 08/07/2016   |
| 181-07-2016 | Quarry Operative x 2        | Aggregates SW & W     | Freemans Quarry             | 15/07/2016   |
| 182-07-2016 | Sales Representative        | Readymix Southern     | Cluster 24 Hampshire/Surrey | 18/07/2016   |
| 183-07-2016 | Process Operator Maintainer | Cement                | South Ferriby               | 18/07/2016   |
| 184-07-2016 | Quarry Operative            | Aggregates Central    | Cromwell Quarry             | 12/07/2016   |

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.







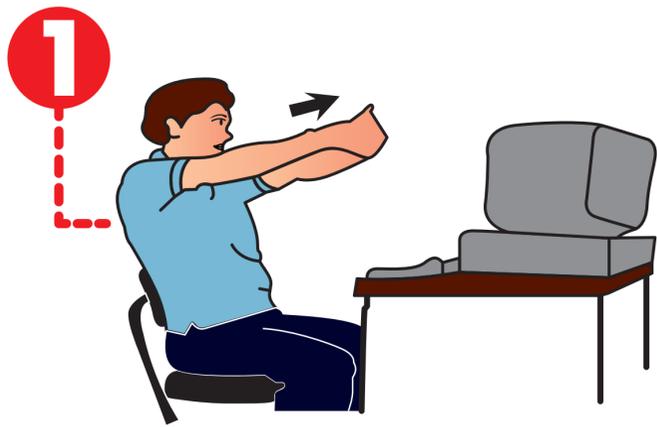
# Office Exercises

Staying seated in front of the desktop during long periods of time can cause fatigue and tension to your neck, back and shoulders.

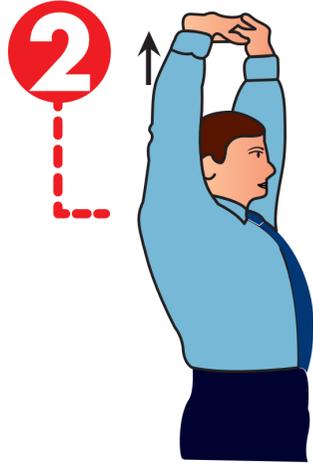
Exercises for the office can be done alone or with a small group of colleagues for about five to ten minutes.

These exercises can be done every sixty minutes or whenever you feel tired:

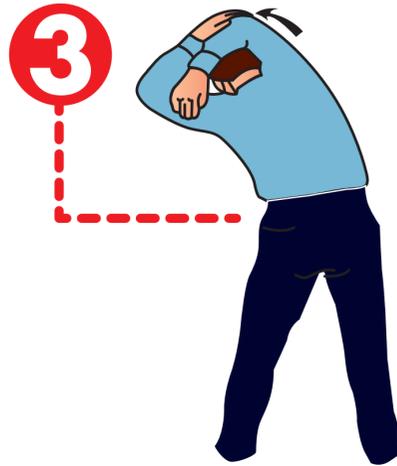
Safeguard your Back



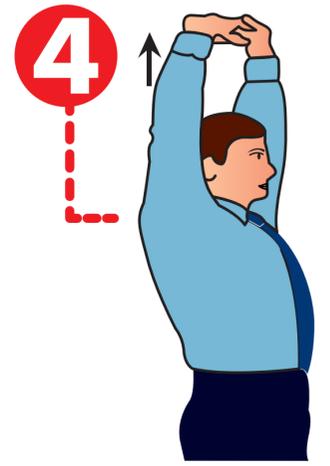
10 to 20 seconds  
twice



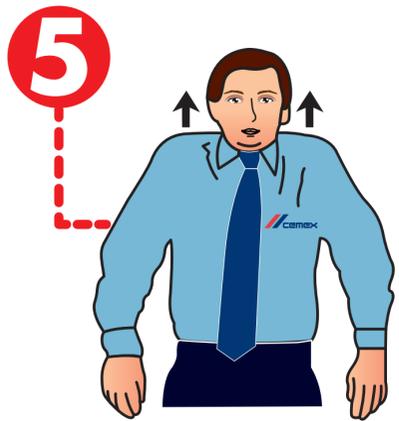
10 to 15  
seconds



10 seconds  
each side



10 to 20  
seconds



3 to 5 seconds  
3 times



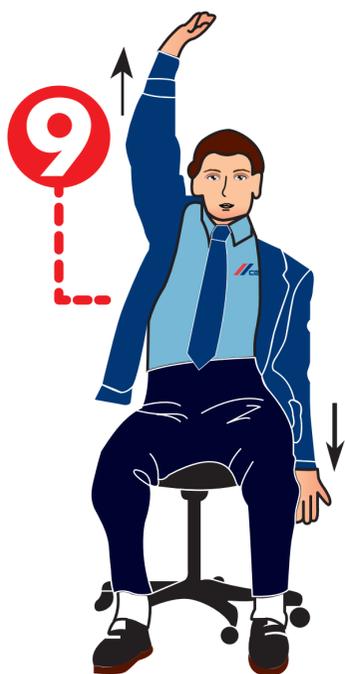
10 to 12 seconds  
each arm



10 seconds



10 seconds



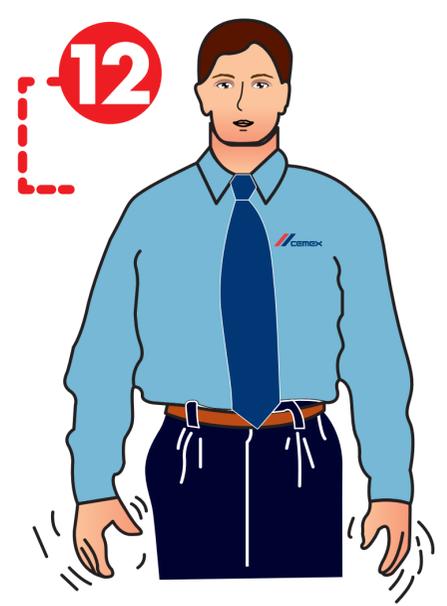
8 to 10 seconds  
each side



8 to 10 seconds  
each side

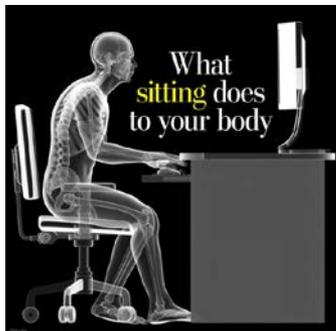


10 to 15 seconds  
twice



Shake your hands  
8 to 10 seconds

## SITTING TOO MUCH?



We all know we need to be more active, but there is increasing evidence that we need to spend less time sitting down as well.

Research has suggested that remaining seated for too long is bad for our health, regardless of how much exercise we do.

Studies have linked excessive sitting with being overweight and obese, type 2 diabetes, some types of cancer, and premature death.

Prolonged sitting is thought to slow the metabolism, which affects the body's ability to regulate blood sugar, blood pressure and break down body fat.

Many adults in the UK spend more than seven hours a day sitting or lying, and this typically increases with age to 10 hours or more. This includes watching TV, using a computer, reading, doing homework, travelling by car, bus or train – behaviours referred to as sedentary – but does not include sleeping.

Experts believe there is something specific about the act of sitting or lying for too long that is bad for our health.

The link between illness and sitting first emerged in the 1950s, when researchers found London bus drivers were twice as likely to have heart attacks as their bus conductor colleagues.

### Official health guidelines

The strength of the evidence is such that the government issued recommendations in 2011 on minimising sitting for different age groups.

Health experts recommend breaking up long periods of sitting with "shorter bouts of activity for just one to two minutes", and taking "an active break from sitting every 30 minutes".

The advice applies to everyone, even people who exercise regularly, because too much sitting is now recognised as an independent risk factor for ill health.

The experts added that "All-day movement is now seen as being just as important for the maintenance of good health as traditional exercise."

### How much sitting is too much?

The advice is clear: to reduce our risk of ill health from inactivity, we are advised to exercise regularly – at least 150 minutes a week – as well as reduce time spent sitting or lying.

Adults are advised to try to sit down less throughout the day, including at work, when travelling and at home.

### Tips to reduce sitting time:

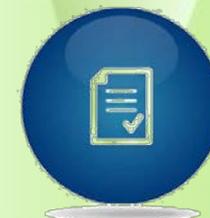
- stand on the train or bus
- take the stairs and walk up escalators
- set a reminder to get up every 30 minutes
- alternate working while seated with standing
- stand or walk around while on the phone – but be careful to pay attention to where you are walking!
- walk to a colleague's desk instead of emailing or calling
- swap some TV time for more active tasks or hobbies

### How fit are you?

By meeting recommended levels of physical activity, your risk of heart disease, stroke and type 2 diabetes is reduced by up to 50%. The Department of Health recommends that adults should do 150 minutes of physical activity a week.



HEALTHY HEART



WATCH YOUR HEALTH