



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

View UK News on: [www.cemexuknews.co.uk](http://www.cemexuknews.co.uk)

Follow us on twitter too: @CEMEX\_UK

## BEING THE BEST FOR FAMILIES

### Tilbury get Fruity



The monthly Health and Safety Meeting at Tilbury got an extra burst of vitamins this month as they concentrated on health and the benefits that can be gained from eating more fruit in their daily diets.



The team had the opportunity to try some of the fruits that are good for you and to discuss their benefits leading to a healthier lifestyle.

Why not try this at your next meeting – better than the chocolate biscuits and actually just as tasty!!

### Stop and think...



We are sorry to report that CEMEX UK experienced a truckmixer rollover last week. Thankfully no one was seriously injured, but it could have ended very differently. Please discuss this issue with your teams.

This is our third truckmixer rollover of the year, a trend that we must stop if we are to avoid a tragic incident at some stage in the future. Whilst a root cause analysis investigation is underway into this latest incident and the learning points will be shared, past experience has shown that truckmixers are particularly susceptible to rollovers on bends and at roundabouts, with slight increases in speed greatly affecting their stability.

Line managers please make drivers aware of this latest incident and our concerns over the trend, stressing the need for caution, and put in place measures to prevent more rollovers.

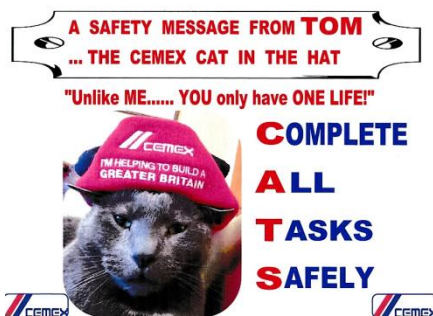


## LTI and TRI free congratulations to:



Admixtures who have achieved an impressive 15 years LTI and TRI free and Tilbury grinding plant who have reached 8 years LTI and TRI free.

## And the cat came back.....



<sup>1</sup> You may remember Ray Darby's cat Tom featuring in the CEMEX hat a couple of years ago. Tom has since become the local CEMEX mascot and Ray (the oldest UK Batcher) has used his cat's fame to reinforce the safety message at his Parkgate Plant.

It's certainly eye catching and hopefully makes his colleagues think again about our safety message: Look after each other and Step In, so that we can all go home safely each day.

## Please complete the mobile phones and driving training



One of the most dangerous things you do each day is drive your car. Please spend half an hour on the computer completing this course to increase your safety whilst you are driving. The mobile phones and driving course is available to you all via our new learning platform. You can do the course on a computer, tablet or smart phone at any time that's convenient for you.

**The course takes only 30 mins and will improve your safety whilst you are driving.**



It is part of turning your 'Voices into Actions' by helping to improve your skills and personal development as highlighted in the Employee Engagement survey results.

Kevin Roy, Northern Sales Manager, who has completed the course comments: "Thanks guys. I thought that was very hard hitting and straight to the point. It certainly delivered the message – a very good course."



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](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/>



**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](mailto:gsc.europe@cemex.com)**

**If it saves a life....**



Last week, the London Metropolitan Police asked us to supply a vehicle for one of their many Exchanging Places in Greater London, this time at Feltham Assembly Hall.

Moriarty's kindly provided one of their latest readymix trucks with the new Vision window. As with all, Exchanging Places cyclists were invited to get into the cab and gain an understanding of the driver's view of the road and other road users. This time there were very few cyclists on the roads with about 15 cyclists getting in the cab, but as one of the officers attending the event said " if it saves a life, it's worth it"

**Aggs Team Scotland Tackle Ben Ledi**



As part of the wellbeing initiative that is very much under way, Aggregates Scotland Area Manager Andrew Crombie proposed a challenge to all staff in the area to see if they could test themselves to climb Ben Ledi. (The highest most southerly place in Scotland) standing at 2,884 feet.

Kevin Hill, Hyndford Quarry Manager comments, "The walk started at 8:30am on Saturday 27th August and was completed at 1pm and included Andrew Crombie, William Stokes, Allan Whyte and myself.

If the date had not fallen on the adopted bank holiday then I'm sure there would have been more participating, (well, that was everyone's excuse anyway) . As I have never taken part in any hill climbing activities before, I thought this could be a great way of being able to challenge myself.





The walk was very enjoyable, taking in the tremendous views of the trossachs and various lochs (once the fog had cleared) that were overlooked by Ben Ledi.

But at the same time, it was very testing on the legs. As I realised the next day and the day after... The best thing was the sense of achievement and desire to challenge ourselves with another (higher) climb next time round.

Hopefully this will encourage others to try and challenge themselves and potentially trigger a change in our efforts to become more active.

Thanks must go to Drew for showing us the way, otherwise we would have got lost, and for keeping our hopes up of reaching the summit."

### MP impressed with our truck safety



Kevin Hollinrake - MP for Thirsk and Malton and PPS to David Lidington, Leader of the House of Commons - visited our site at Newbridge Quarry in North Yorkshire on 1st September to see the latest safety features fitted on our trucks and get first hand experience of the effort and passion we have to improve road safety.

After hearing about our demonstration at the Houses of Parliament in June of the CEMEX Econic tipper high visibility safety truck - Kevin contacted us, to arrange a visit to a local CEMEX quarry to see one of our latest spec tipper trucks and have a drive out with Lukasz Liebrandt, one of our company lead drivers.

David Moon, our AQM greeted Kevin and explained the history of the site and showed him the layout of the quarry. Martin Casey, Director of Public Affairs and Communications, and Kevin Cage gave the MP an induction and introduction to CEMEX UK, Carl Milton and Ian Phoenix took Kevin through the various safety systems on the vehicle and the driving training and work we do in the community to raise the knowledge of trucks and road safety.

Kevin was highly impressed and commended us on our work and commitment to improve and promote road safety in the communities we serve.

He said he really enjoyed the drive out and commended Lukasz on his driving skills and professionalism.

## BEING THE BEST FOR CUSTOMERS

### New Southern Aggs Sales team off to a great start!



Southern Aggregate Sales has now been live in Rugby since the 8<sup>th</sup> of August. Despite being earlier than planned, the transfer of responsibilities overall has been a success. This is largely down to the fantastic hard work and effort of the team in Rugby.



Jessie Ryan, team leader, would like to thank Sharon Turner, Nicola Henderson, Andrew Radbourne, Tony Jurkiewicz, Kyle Kerry and the new members, Claire Miller, Abbie Smith and Jack Enefer for their determination to make the transition as smooth as possible.

Jessie comments, "the mixture of new starters and new areas had the potential to cause issues. To prepare for this challenge we spent about 6 weeks in the area and in the Thorpe Office learning what we could and at the same time, supporting the office there.

We've had presentations, reading material, quarry visits and material samples, all of which have been extremely useful in understanding the business. The support of Ian Robinson and Paul Reynold's teams has been invaluable in helping us get to grips with the complexities of the region, so thank you for allowing your reps to take the time out to help us. A special thank you as well to Brin Sandhu, who has helped support me with the more technical aspects of the move to Rugby.

There will always be always teething problems and the biggest struggle has been that certain processes were not the same as we have here in Rugby. It will take time to choose the best practices and implement changes to ensure all areas work as one, which means the transition will continue for a while yet. It has been a real challenge, however, most importantly, Customer Service is at the heart of this change and this has never been compromised. All feedback we have received has been positive and we hope that this continues as we become an even stronger team striving to be the Best for our Customers!

Thank you to every single person involved, we couldn't have done this without you!"

To commemorate the new starters, Andy, who is a talented artist, drew their caricatures to match the ones they had done of the existing team. Picture above from left to right: Nicola, Jessie, Kyle, Sharon, Claire, Andy, Jack, Abbie and Tony.

### **Bonjour - Customer Centricity Collaboration...**



Last week the Customer Service team in Rugby hosted a visit from CEMEX colleagues in France who came here for two days to find out how we centralised our customer service teams. They explored customer centre ways of working alongside our team leads and sales agents. This is in preparation for their own plans to centralise customer service in Paris.



## BEING THE BEST FOR SHAREHOLDERS

### Datchet Quarry open for business



Datchet Quarry is now up and running and open for business.

A lot of hard work went into getting this project delivered on time and thanks goes to our colleagues in Estates and Development, Engineering and the local quarry management team.

Situated in West Berkshire, Datchet replaces Kingsmead quarry and will contribute greatly to helping to deliver our aim of reaching CVA positive. More information on the quarry to come in next week's UK News.

### Customer Centricity Global Network



Here is a note from Juan Romero, the network Executive Leader for customer centricity explaining the latest developments in the global core team:

"Dear Colleagues,

As you all know, one of our four global priorities is Customer Centricity, its core objective is to enhance our customers' experience. This requires us to redesign our processes, change our behaviors and leverage digital technologies to create a more effective, easy and enjoyable interaction for our customers with CEMEX.

The Customer Centricity Global Network has been leading the transformation with three initiatives across our three main businesses:

#### ***Customer Centricity Foundations (Carlos Jacks)***

Engrain the needs of the customer into the core CX work philosophy, including a monitoring scheme that measures the experience of our customers.

#### ***Customer Segmentation and Value Propositions (Andrés Jimenez)***

Define a common segmentation language of our key segments throughout the company and create profitable value propositions that satisfy and exceed customer needs.

#### ***Sales Management (Ernesto Garza & Everardo Sanchez)***

Professionalize our sales force, assuring productive day to day interactions with customers that enable the delivery of the appropriate value propositions.

Also as part of our Customer Centricity Network, I am excited to announce the full time appointment of **Luis Miguel Cantu**, a seasoned executive, to lead the **Digital Commercial Model (DCM)**. He will be responsible for the redesign of our customer journey across our three main businesses that can be substantially enhanced through the use of technology.

#### ***Additionally, I am responsible for Value before Volume Cement initiative (Ricardo Naya)***

This allows us to capture value from the business relationship with our customers."



## BEING THE BEST FOR COMMUNITIES

### Cluster 12 plants 4,000 reeds



Cluster 12 recently held a Lend-a-Hand day at Frampton Marsh, the RSPB Nature Reserve. This was to plant 4,000 reeds to help attract more wildlife to the area. The day was attended by David Boyall, Stuart McNeill and Ian Fincham from the Commercial team, Mark Frammingham, Technician, Dave Bainbridge, Relief Plant Manager, and fitter Neville Hebblewhite. The team supported each other very well on what turned out to be a very hot day.

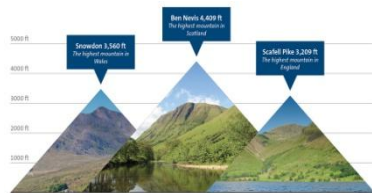
The location, as you can imagine, was very picturesque. Toby from the RSPB was very grateful for the help, as this was a big step in their progression of developing the range of wildlife using this reserve as a habitat.

Toby would like to further build this partnership and enlist help at this site and at their other sites across the East Midlands, Lincolnshire and the East of England. The team agreed that it was a very rewarding day and hope to do another lend a hand again to meet the new friends that have taken up residence there.

Well done to all those who attended and for the hard work put in on a sweltering day, great teamwork.



### Stuart's scaling the Three Peaks in aid of the St Giles Hospice



Stuart Wood, Aggregates/Landfill Sales Representative based at Rugby, is taking part in the 24hr Three Peaks Challenge on 1 October. This involves climbing the three highest mountains in the UK (Ben Nevis in Scotland - 4,409ft / Scafell Pike in Cumbria – 3,209ft / Snowdon in Wales – 3,560ft) all within 24 hours and that's including the travelling between them which takes up 11 of the 24 hours!!

It is a grueling task which he is undertaking in aid of the St Giles Hospice who cared for his mother in her final weeks. The hospice offers specialist care in a variety of settings for patients with cancer and other serious illnesses and their catchment area covers quite a few CEMEX quarries including Willington, Hints and Berkswell.

Stu will burn approximately 7,000 calories during the climbs and he's set himself a target of raising £500 for the hospice. He has a JustGiving page - <https://www.justgiving.com/stuart-wood-3peaks> - where anyone can contribute to his fundraising if they'd like to support him and the CEMEX Foundation will match what he raises up to £200 so hopefully he will reach his target and beyond!

### Wildlife watch at Longdell Quarry



Dave Rowley, Assistant Quarry Manager at Longdell Quarry, Costessey, has been keeping a wildlife log recently and has sent in these two pictures of a discarded snake skin and a deer quenching its thirst! Dave commented, "We know there are





snakes around on site as we came across a rather large one outside our canteen door a few weeks back.

We found this on our site while clearing up some scrap metal. Knowing they are about means we lift stuff carefully and give them chance to escape.

This one had obviously made good use of a discarded section of Armco barrier and used it as cover while she was sloughing her skin! The rule is a meter long so it was a good one. By the markings still on the scales it appears it was a large grass snake.

The other picture is quite a common sight. Deer sneaking a drink after the water bowser has been round. They won't move either until they're ready.

Should be sunrise and sunset season soon too so hopefully get some good shots again this year."

Thanks Dave, we look forward to more pictures soon!



### Aggregates Commercial Barrow Girls and Boys



The Aggregates Commercial Management Team recently took part in a Lend a Hand Day in aid of children with severe learning disabilities, at Corbets Tey School in Upminster.

The Task was to demolish 6 old planters, which the children use to grow foods prior to cooking them in the school's kitchen, and then construct 4 new planters closer to the school's on site greenhouses.

Paul Reynolds, Aggs Commercial Manager, takes up the story:

"In completing the task, the team headed by John Miller along with several "willing" volunteers managed to fill almost 30, yes 30, Bulk Bags of soil for removal from site, and then, fill the new planters with a further 6 Bulk Bags of new materials. The task was completed in many ways because of the excellent team spirit and determination of everyone involved. So please don't ever accuse this team of not knowing how to use a shovel!

Many thanks to all who attended, this enjoyable and rewarding day. Hopefully, making life easier for the children and the staff of this amazing school."

### Taffs Well's Eco-Pond Lend a Hand



The Taffs Well team was asked if they could help to build an eco pond for the local Gwaelod y Garth Primary School. They jumped at the chance to use their Lend a Hand day to good use. The school has already achieved the green flag environment award and an eco pond





would help them towards achieving a GOLD flag award.

On a very hot day in Cardiff, the Taffs team set off with their picks and shovels, sun cream and plenty of water to build a pond, in hindsight they should have taken the excavator!

The team worked really hard all day and were keen to do a good job. They have already made the local community Facebook page linking the community with the CEMEX business.

Dave Goodman commented: "Thanks to everyone who contributed on the day, it was truly a massive effort and good luck to the school in achieving the Gold award."

### Sky high!



Congratulations to Steve Hughes and Andy Parkes, both team leaders in Cluster 16, who volunteered to Skydive from 13,000 ft on Sat 30<sup>th</sup> July to support and raise money for the Stroke Society. Together they raised over £1,000 for the society and they loved it so much they'll be doing all over again next year !!!

## BEING THE BEST FOR EMPLOYEES

### Where did the time go?



Forty years ago Glyn Richards, walked into a CEMEX quarry for the first time thinking, "this job will do for 6 months while I settle into life in England." That quarry has long since gone but Glyn is still here!!

"It has to be said that I have had an incredible journey during that forty years." said Glyn, "I have met, worked with and made friends with many amazing people. I have also met a few that I found "amazing" for other reasons!!!

I want extend my thanks to all those who helped and supported me in my career and to my team who put up with me being right all the time even when I might be just a tiny bit wrong.

Again thanks to all."

### 25 years for Silty...



Congratulations to Martin Keeble who completed 25 years service in August. He will receive £1,000 in 'Love to Shop' vouchers for his efforts.

Martin has worked at Angerstein for his full 25 years running the silt press, consequently his nick name is Silty!

### Liz completes 15 years service!





Liz Dixon, Regional Planning Manager (Aggregates & Asphalt) at Rugby is a vital member of the Supply Chain team and completes 15 years service on 10th September.

Previously Liz has held various roles in Readymix, Asphalt and Aggregates before her current appointment.

Rob Cunningham, Supply Chain Manager, comments: "Liz's passion and commitment make her very popular and her contribution to our business cannot be underestimated. We'd all like to thank her for the last 15 years and her ongoing support."

### 15 years for Andrew



Congratulations to Andrew Raeburn our Plant Manager at Leith Asphalt Plant who will reach 15 years service this week.

### 15 years for Nicola



Congratulations to Nicola Marriott from Concrete Products for reaching 15 years service this week.

### Another successful Family Day!



Cemex Rail Solutions, Washwood Heath, held their annual family day in Birmingham on Monday 29th August. The event was very well attended with 150 people turning up and taking part in events like bubble football, football coaching, face painting as well as enjoying a barbecue and some lovely weather.

Plant Manager Terry Gillooly said, "the family day again was a great success and this year we even had the weather on our side! It is always great to see everyone mixing away from work."



In addition to the Family Day, Rail



Solutions also had a children's poster competition. The children were asked to write down what they did with their family at the weekend and then do a drawing based on it. The posters are displayed around the factory and Terry Gillooly comments: "We hope it sends a message to everyone about the importance of staying safe and returning home to our families. Picking a winner was far too difficult due to the quality of all the drawings, so all the children were given First Prize!"

### Chance to win £100 from the MPQC!



The Minerals Products Qualifications Council is running a competition on Twitter to win £100. If you have an MPQC vocational qualification you can post a photo of yourself with your VQ and tweet it to @MPQC- with the words #MPQCProud. Add a sentence saying why you are proud to have achieved your qualification and post it between 1st of September and 31st October, and you will be entered in a prize draw to win £100 of Amazon vouchers. There's also two runner up £50 vouchers to be won. Full T's & C's

available at [www.mpawards.co.uk](http://www.mpawards.co.uk)

### Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
217-08-2016	Sales Representative	Readymix Northern	Cluster 3 North East	09/09/2016
218-08-2016	Plant Manager	Readymix Central	Louth Plant	16/09/2016
219-08-2016	Fitter	Readymix Central	Cluster 12 East Midlands & Lincolnshire	09/09/2016
220-08-2016	Senior Sales Agent	UK Readymix	Rugby Office	09/09/2016
221-08-2016	Sales Representative	Aggregates Northern	Newcastle Upon Tyne/Stockton, Northumberland	16/09/2016
222-09-2016	Commercial Administration Team Member – Accounts Receivable Team Member x 2	UK Services	Stockton Office	08/09/2016





IVC Ref	Position	Company	Location	Closing date
223-09-2016	Mechanical Supervisor	Cement	Rugby Plant	08/09/2016
224-09-2016	Planning & Pre-Kit Technician	Cement	Rugby Plant	08/09/2016
225-09-2016	Reliability Technician – Lubrication (Days)	Cement	Rugby Plant	08/09/2016
226-09-2016	Accounts Receivable Team Member	UK Services	Stockton Office	09/09/2016
227-09-2016	Commercial Administration Support Team Leader	UK Services	Stockton Office	09/09/2016
228-09-2016	Commercial Administration Support Team Member x 2	UK Services	Stockton Office	09/09/2016
229-09-2016	Process Operator Maintainer	Cement	South Ferriby	20/09/2016

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.



