



Welcome to UK News 19th Oct 2016
your weekly update from around CEMEX UK

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BEING THE BEST FOR FAMILIES

Last Week We Kept Everyone Safe



For the first time in 8 weeks we kept everyone safe last week. ZERO is possible when everyone puts Health & Safety at the top of their minds all the time. This week is a new week though so please keep thinking about looking after yourselves and each other to make it another safe week.

Remember to:

- Follow the safety essentials
- Stop and Think; and
- Step In

Safety needs renewing every second of every day.

Stand Down During SAP Outage For Cluster 3.....



Bill Clarke and the team in Cluster 3 took advantage of the SAP outage last week to perform a Health & Safety stand down. An impressive 60 Near Miss Hazard Alert Cards were filled in by staff after a safety walk around site. This shows a fantastic commitment to look after each other. 20 IHCs also renewed their EPIC cards and not forgetting the 24/7 workforce covering the slip form work this weekend.

Well done to all of you for being 100% committed to improving every little thing when it comes to Health & Safety.

Keeping Health & Safety Close To Us At All Times



As part of Cluster 3's "Back to Basics" Health & Safety drive, they are distributing these wristbands and are asking their teams as a personal pledge to wear them for 1 month.



Jeffrey Fielding, Cluster Manager, commented: "This, I hope, will act as a constant reminder of Health & Safety as our No.1 priority and help initiate conversations with colleagues, contractors, clients and friends and family. The blue and red wristbands have a simple message "Safety is my No.1 priority at work" and I "Step in" on unsafe behaviour. Hopefully you will recognise the band if someone is wearing one near you soon, and it helps start a conversation around Health & Safety."

Local Asphalt And Paving Solutions Stand Down



Well done to the Local Asphalt and Paving Solutions team at Trafford Park for holding a stand down together in the name of safety. The two teams had a great session and everyone involved made a great effort to help look after themselves and each other.

Garry Gregory commented: "It's brilliant that the teams did this stand down as one. Ultimately ZERO harm is a team effort and it relies on us all working together and looking after one another."

Is Your Car Ready For Winter?



As daylight hours get shorter we all spend longer in the car driving in the dark and sometimes facing hazardous conditions such as fog, rain, sleet and snow.

Please download the Winter Driving Campaign video (link below) which reminds us all of the importance of ensuring our vehicle is ready for winter and also journey planning when that trip just cannot be avoided.

Please download using the link below via 'We Transfer'.

Please note the link will be deleted on the 23rd October 2016 and also tends not to work via VPN:

<https://we.tl/gqll1AeBfP>

East Leake 14 Years LTI Free



Huge congratulations to the team at East Leake Quarry in the Midlands who have reached a fantastic 14 years LTI free.



Jesus Night Shift VFL



Thanks to the night shift people at Rugby Cement Plant for keeping Jesus safe during a night time VFL.

Marine Safety Improvements Reach Beyond CEMEX!



A recent incident involving the lifting operation of a heavy dredge pump component on one of Marine's dredging vessels, resulted in an attending contractor suffering fractured ribs when manoeuvring the dredge pump suction cover 1.5m in diameter, weighing 1.5 tonnes, into position in the confined space of the pump unit.

One of the actions to come out of the incident resulted in the design, manufacture and use of preventer studs to the pump, to allow initial alignment of the suction cover without having contractors in close to the load.



The incident, lessons learnt and the preventative measures, in particular the manufactured preventer studs to ensure a much safer operation, were communicated to the original manufacturer of the equipment IHC Services.



Dirk-Jan Goudswaard, E-Business Manager for IHC Services, responded: "In follow-up of your input about the suction cover issue we have added a safety warning in our pump manuals and in case of larger dredge pumps we include 'mounting studs' for free because these diameters are often not immediately available."

It is great to note that our experiences and the lessons learnt will extend far beyond CEMEX Marine and will benefit the global dredging industry.

BEING THE BEST FOR CUSTOMERS

PoroFoam Launch...



This week saw the launch of our new PoroFoam lightweight foamed concrete at the Civils Expo show.

However, our Readymix teams have already been busy providing it to customers with two contracts already poured.



Our Stepney team supplied the foamed concrete to Getjar LTD at Aldgate place and our team at Hereford successfully supplied their first customer, Peter Duffy Ltd, for Kier Construction.

Well done to all the sales, technical and operations staff involved in successfully delivering our customer a new solution.

Small But Mighty... Our Rail Team



Last week we sent the 2 millionth tonne by rail in the UK this year. Once again this has come earlier than ever and continues the previous 3 years of growth. All of the volume is moved safely, efficiently, cost effectively and in a way that minimises the effect on the environment.

This year has not been without its challenges with a new 'Pop-up' depot in Warrington to serve the West of Manchester area opening in March, and this was followed by a major derailment

outside of Dove Holes in May which damaged track and affected services with no trains for 5 days. This outage was handled extremely professionally with all customers kept informed at all stages.

Train services now run from Dove Holes to most parts of the UK. Wenvoe material runs into London and direct to our Readymix site at Crawley via a handling operation at Cardiff, Cumbrian PSV Hardstone is sent to Washwood Heath for Asphalt, and we are now moving slow moving 6mm stock from Gilfach (via Neath) to Stourton and into the North East.

Limestone moved by rail has been used for PFI work in and around Birmingham, major construction projects in London including Crossrail, work on the new Selby bypass and it even plays its part in sugar production in E Anglia. All those lovely cakes baked to raise money for good causes in Rugby are only possible with the help of material moved by rail!!

Everyone involved in the chain from production at Dove Holes, Wenvoe, Gilfach and Shap through the supply chain coordination team into the depots and then onto our customers should be very proud of the continued efforts every year.

All of this is further supported by the approx 500,000 T of waste soil which is moved from London into Barrington Landfill removing a huge number of lorries from the roads of London and the Home Counties whilst fulfilling our restoration commitment.

Sprayed Concrete – Best For Tunnels



The dry silo mortar business exhibited at the British Tunnelling Society Annual Conference. The team met many of our target customers and caught up with familiar faces from the Northern Line and Bank Station contracts that we are supplying.

Tunnelling is a steeply growing segment of the UK construction industry with London Underground, HS2,



Crossrail 2 and many other projects from the Highways Agency and privately funded schemes coming to market over the next couple of years.

CEMEX are uniquely positioned with both a wet and dry spray concrete offering and in a strong position to take advantage of this growth area. A lot of effort went into arranging the event and many thanks to James Fairclough, David Elston and the Submissions team for making the event as successful as it was.

BEING THE BEST FOR SHAREHOLDERS

Small End Customer Team Kick Off



Terri Charles (right) and the team held their first small end customer (SEC) UK Project Team Meeting last week. This is a very important customer segment for our business globally as well as the UK market and they are critical to our successful trading and OCF performance.

They discussed our current results and targets for this year as well as longer term plans. They also made a start on our Value Proposition which will help to understand their needs. This will help them to put some initiatives together to improve our trading in this segment and give the customer a better overall experience.

Well done to the team: Duncan Hartshorne, John Parker, James Taylor and Steve Couchman, for a very productive first meeting.

Fourth Edition CEMEX Nature Series Book Out



CEMEX has announced the release of “A Geography of Hope: Saving the Last Primary Forests” the fourth edition of CEMEX Nature Series. Continuing the tradition of excellence of the 20 volumes published by CEMEX in its previous series, the Conservation Books Series, “A Geography of Hope” combines extraordinary photography with direct prose to warn us about the urgent need to preserve our fragile planet’s natural resources.

CEMEX enjoyed the privilege of collaborating with Conservation International, Earth In Focus, and The Wild Foundation in the publication of this book.

The work of these organisations was essential to the production of “A Geography of Hope” enabling CEMEX’s commitment to the environment to reach millions of people, inviting them to preserve our primary forests and their rich biodiversity.



BEING THE BEST FOR COMMUNITIES

A BIG PINK THANK YOU



Thank you to everyone who helped to raise an epic £4,406.50!!!! last week in aid of Breast Cancer Now charity. The Pink Ladies surpassed themselves with a fantastic array of activities. Dame Edna visited Rugby and even Carl Platt was seen in pink!!!

The younger generation also got involved with this fab shot of Shola (daughter of Laura Maiden in Preston Brook) taken, looking great at home in a pink hard hat!!



Lynsey Smith wrote this on Shift on behalf of the Pink Ladies team: "Steph was the face of CEMEX at Rugby for a long time and I know for sure that she is greatly missed by everyone. She was a warm, welcoming figure who made us all feel a little bit better on our way in to work. I feel sure that she would have been looking down on us on Friday and proud of every single one of you for taking part and being so generous.

You should all be so proud of yourselves. Some of you baked cakes, some of you sold raffle tickets, some of you bought raffle tickets, some of you wore pink, some of you took selfies and some of you donated raffle prizes.

You all contributed towards a fantastic day on Friday which was enjoyed by everyone; the cake sales at Rugby, Stockton and Preston Brook were huge successes and after a mid-week panic by me that we weren't going to have any cakes to sell, I was shocked to come in on Friday to see how many lovely donations we received. We were spoiled for choice with beautiful brownies, cupcakes, cheesecakes, macaroons, fruit cakes and much more besides! Special thanks to all of the bakers for taking the time to supply us with calorie-free treats (calories don't count if it's for charity).



THANK YOU to Jacky Horabin who took charge of running the event in the North West and managed to get one of her customers to donate another iPad and gather a really good prize stash so she ran her own draw up there. The iPad was won by John Lamb at Forest Hill.

Jacky also organised a cake sale at Preston Brook and the total raised in her area was

£595.30!! Special thanks to Jacky for taking on the task.



THANK YOU Fleur Wilson who organised events in Stockton and they had a Bake-Off which was judged by KPMG - 1st prize went to Andy Cunningham, 2nd prize went to Lesley Huitson and 3rd prize went to Ryan Ellis.



Fleur also ran a 'blind card', gave a prize for the 'Pinkest Person' and raffled a Pink Sweet Bouquet, as well as selling raffle tickets for the main draw and won by Caroline Corner.

THANK YOU to everyone who donated raffle prizes, we had over 60 prizes in total and the list of winners will be published shortly.

THANK YOU to everyone who bought raffle tickets - I have emailed all of the winners and will arrange to get your prizes out as soon as possible.

THANK YOU to Jesus Gonzalez for your support - we contacted Jesus a few weeks ago and asked him to be involved on the day as he was such a big part of last year's event. He didn't hesitate to say yes and I think we could have asked him to jump out of a plane and he'd have agreed! (one for next year maybe??). Anyone who was in Rugby on Friday would have seen him selling raffle tickets in a pair of fetching pink glasses and a feather boa - how could you say no to that? I have to say, his sales tactics were exemplary!

THANK YOU Lucy Jane Birch, Louise Trodden, Louise West, Ellen Boylin, Keisha Dawkins and Claire Hills for all of your help organising the event, I couldn't have done it without you, and not forgetting Margaret Harding, who did a fantastic job selling raffle tickets.



I admit that I was unsure about whether we would reach the target of £2,500; it's a huge amount to reach, let alone beat, but beat it we did! At the last count, and with matched funding from CEMEX to the tune of £1,000, the total we have raised is an astounding £4,406.50!!!!

Thank you for your support, you are all amazing!"

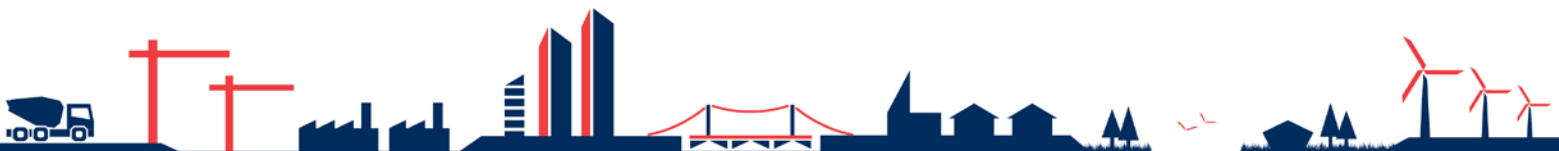
Readymix Leicestershire Lend-A-Hand



Well done to David Kent, Dhiren Mistry, Jason Colley, Fran McHale and Alistair Graham from Readymix, Leicestershire, who were involved a Lend-A-Hand for LOROS. LOROS Hospice is a local charity. Every year they care for over 2,500 people across Leicester, Leicestershire and Rutland by offering free support and care for terminally ill patients, their families and carers.

Keythorpe Manor hosted a 2 day festive fayre in aid of LOROS and ABF, the Soldiers Charity, with proceeds being donated to both charities. The Lend-A-Hand team's role was to help with the initial set up of stalls, putting out signage for the event and the unloading of stallholders vehicles.

Terri Charles commented on the event: "Well done for organising this Darren. These Lend-A-Hand events are an excellent way of helping out such deserving charities in our local communities and they



are so appreciative of the support our time and labour gives them.

I am really pleased Cluster 12 team got together supported by Alistair Graham from Procurement and Dhiren Mistry from Rugby Service Centre. It was a great collaboration opportunity and getting to know each other better working together as a team. Thanks once again for Being Best for Communities."

Cement Logistics Drivers Lend-A-Hand



Well done to Mike Roe, Logistics Manager South Ferriby and Rugby Plants, and a team of Cement Drivers spent their Lend-A-Hand day at Winteringham village painting the village graffiti shelter that allows local kids to draw on, in turn keeping the village paint free! In addition, they cleaned up and painted the childrens playground



retaining wall and cleared the whole area from litter and debris. As if that wasn't enough they also planted a replacement hedgerow to cover gaps and promote local wildlife.

Well done to Mike and the team for a very productive day.

National Reserves Lend-A-Hand With The RSPB



On Tuesday 4th October the National Reserves team led by Stephen Redwood took part in a Lend-A-Hand day at RSPB Sandwell Valley repairing much needed wheelchair access tracks. With help from Phil Constable the team worked hard to install draining and repair tracks at this unique urban oasis, helping to 'cement' the strong relationship CEMEX have with the RSPB.

Focusing on Health & Safety, the whole team had a really engaging session at the start of the day discussing how important it was to work safely especially in unusual surrounding, and completed the day without any injuries.

A Splash Of Green Amongst The Grey



You don't need a massive area to make an environmental difference to your site. Look at what the team at Salford have done just outside their gates. They have also planted bulbs to bloom at various times of the year.

What a lovely welcome to everyone coming into the site. Just shows what a bit of pride in your workplace can achieve!



Three Peaks Challenge



Congratulations to Stuart Wood, Aggs Sales Rep in West Midlands, and team for completing the 3 Peaks Challenge.

They raised over £2,000 for Macmillan and CRUK and over £700 for the St Giles Hospice.

Lights, Camera, Action.....



Norwich Plant in Cluster 14 became a film set last week when Gary Coleman and Matthew Yaxley kindly agreed to allow Biffa to do some promotional filming at the site.

The film highlighted our successful waste partnership with Biffa and our improving recycling rates since they became our preferred national waste contractor at the beginning of year.

We were only recycling on average 27% of our day-to-day waste in 2014; however, this has now increased to over 80% in 2016 as a

result of our partnership.

The short film will also be used to help CEMEX and Biffa with our joint Edie Sustainability awards submission under the Waste and Resource Management category with the winners being announced early in 2017. Miranda Clegg, Regional Environmental Manager, was filmed from CEMEX and our Corporate Account Manager, Roger Barrett, representing Biffa.

BEING THE BEST FOR EMPLOYEES

Thanks For Your Effort September Hero



Yet again the Thanks For Your Effort prize highlights the fantastic people who we work with here in CEMEX UK. This month's winner of the £100 vouchers is Khai Freeman, Readymix Plant Supervisor at Morecombe Plant. Khai stepped in to stop a potential tipper roll over.

During a delivery of washed fines to Morecambe Plant on CEMEX own fleet Khai noticed the tipper body leaning significantly to one side as it was being raised to tip. Khai stepped in and stopped the driver from tipping. Khai and the driver, Aaron Dent, then had a discussion on the best action to take and at this point they noticed the materials had been loaded one sided which was causing the issue.



It was decided that in the current state it was not safe to tip and they agreed to return the material to Salford depot. Aaron left with the load where the material was then evened out by hand in the tipper body. The load was returned to Morecambe Plant and through good communication and collaboration between Khai and Aaron the load was tipped under supervision, successfully discharging the material into the stock bay without further issue.

Congratulations to Khai for putting safety above all else and collaborating brilliantly with Aaron and staff to make sure everyone was kept safe.

More Thanks For Your Effort Heroes



Whilst Khai has won the vouchers several others have shown amazing efforts this month at work and we want to recognise their contribution here. Thank you to everyone who works tirelessly to make CEMEX UK a successful company and a better place to work.

Thank you to:

Graham Cotes, IHC Readymix Northern, Leeds. Graham often goes above and beyond helping the team at Leeds. He primes the pump first thing in the morning; he cleans the linke on the recycled water system to prevent blockage and passes information on to other drivers; he cleans the yard down and is seen as an honorary yard man! Graham is generally a happy driver and is great for staff morale on site.

Kevin Hill, Allan Whyte, and William Stokes, Quarry Team, Aggs Scotland. For organising the first wellbeing challenge in CEMEX, Scotland. They arranged a climb to the top of a 2,800ft hill. The three of them are showing great enthusiasm towards the wellbeing project and all their colleagues will benefit!

David Chisholm, Jane Ann Manson, Simeon Winston, Christopher Fairlie, Kirsteen Boyd, Allan Williamson and Steven Rae, Weighbridge Team in Aggs Scotland. For their willingness and determination to get the new Order Fulfillment system working properly after a stressful transition, and for ensuring that customers and contractors are getting the best service we can deliver.

Edward Castleton and Judith Lee. Whose quick actions possibly saved a contractor's life. The contractor was working on a piece of lab equipment. During his work he was distracted and forgot that he had re-energised the equipment to test run it and started to work on it again at which point he received an electric shock from a 415V circuit. Ed and Judith were close by when the electric shock was delivered and they acted quickly to safely turn off the electricity and to summon first aid.

Mick Slater, Emmanuel Logosu, Andy Selkirk, Kev Toughey, Adrian Balby, Plant Supervisor and IHCs Readymix Sheffield. For great team work and customer service. A metal plate had fallen into the 10mm bin and the only way to get it out was to empty the bin. All the drivers jumped in to action to help empty 40 tonne of 10mm into their trucks and the fitter was able to remove the plate. There was very little down time and the customer didn't realise there had been a problem.

45 Years Service



Congratulations to John Parkyn (pictured right) who reached a magnificent 45 years service on the 4th October.

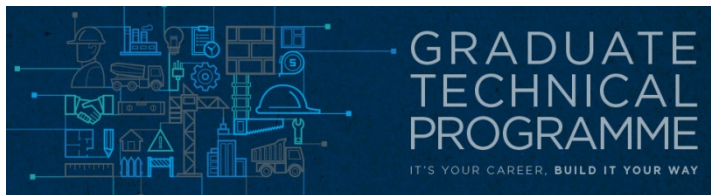


John started working for Rugby Cement in 1971 as Dispatch Planner at Southam Works where he stayed for 10 years. He transferred to the Midland Area Division (MAD) based at Rugby for a further 2 years, before becoming Depot Supervisor at Gloucester Bristol and Sharpness Depots.

John progressed to Sales Manager at Gloucester where he remained for a further 5 years. John eventually returned home to Southam where he became Assistant Manager in the Shipping and Dispatch office. John's final move was to the Cement Logistics Dispatch office in Rugby where he remains today as Dispatch Controller.

John hopes to retire next year, however, Gary Burgess, Area Logistics Manager (pic left) says: "That's what he thinks, he's going nowhere."

Know Any Budding Technical Graduates?



CEMEX UK has launched the application process for its new Readymix Graduate Technical Programme. The scheme is open to internal and external candidates and is aimed at identifying and developing talented individuals, who have the potential to

progress to senior technical roles.

Successful applicants will have a full time and permanent role in the Readymix Technical department from the start of the programme. There is a download criteria and description of the programme at the end of this document or in the download section on the UK News website: www.cemexuknews.co.uk. If you are interested or know someone who would be, applications have to be in by 4th November to Stephanie Horn.

If you have any questions about the programme please contact either: Richard Kershaw, Readymix National Technical Manager, on 07703 106348 - richard.kershaw@cemex.com

or

Stephanie Horn, HR Business Partner, on 07990 788323 - stephanie.horn@cemex.com

Chance To Win £200 Leisure Vouchers....



Go to the CEMEX Lifestyle website www.cemelifestyle.co.uk and answer a simple question to be entered into a prize draw to win £200 worth of leisure vouchers in the October giveaway... five minutes to maybe get £200 vouchers, it's worth a shot!

The question is: What are the discounts on your benefits site for the following retailers? a) M&S b) Leisure Vouchers and c) Thomas Cook.

Email your answers to: Lifestyleoffers@p-mm.co.uk with the title October Giveaways by 31st October. See the poster at the end of this UK News or in the download section for more details.



Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
259-10-2016	Same Day Planner x 2 *** 12 months Fixed Term Contract Possibly Secondment***	Aggregates Northern	Preston Brook Office	27/10/2016
260-10-2016	Same Day Planner x 3	Aggregates Northern	Preston Brook Office	27/10/2016
261-10-2016	Next Day Planner x 2	Aggregates Northern	Preston Brook Office	27/10/2016
262-10-2016	Mechanical Maintenance Fitter	Cement	South Ferriby	27/10/2016
263-10-2016	Weighbridge Multi Skilled Operative	Asphalt	Salford Deport and Coating Plant	28/10/2016

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.





CEMEX UK is pleased to announce the launch of its Readymix Graduate Technical Programme.

Open to internal and external applicants, the programme is aimed at identifying and developing talented individuals, who have the potential to progress to senior technical roles.

This new graduate programme is intended to complement our existing Technical Development Programme by further strengthening our growing pool of talent for future Technical Manager roles.

Successful applicants will have a full time and permanent role in the Readymix Technical department from the start of the programme.

Our National Technical Centre in Southam, will be the hub location and during the 18-24 month programme, delegates will spend time in the different functional areas of the Readymix business, as well as in other related business areas and departments. The programme will include manager training modules and studying for industry recognised qualifications. Delegates will be mentored by a senior manager and they should expect periodic assessments and a continuous improvement project to complete.

Mobility is an essential pre-requisite for the programme, so that delegates are able to experience and learn about our different functional and business areas first-hand, as well as being willing to take up future positions as they arise and wherever they are based.

Applications are welcomed from current employees at non-managerial/supervisory level who currently demonstrate high potential and exceptional performance standards.

To be considered employees will need to meet the minimum criteria;

- At least a 2:2 degree in a relevant discipline
- Full UK driving licence and must be able to travel
- Willing to spend extended time away from home
- Willing to re-locate within the UK either during or at the end of the programme
- Applicants must be able to demonstrate
 - Commitment to CEMEX
 - Consistent outstanding performance
 - A proactive and self motivated approach
 - Ability to build strong internal and external relationships with key stakeholders
 - Excellent organisational and communication skills
 - Passion for building a career in Readymix Technical

Application Process

- Please email your up to date CV and a covering letter setting out why you should be considered for the programme to Stephanie Horn, HR Business Partner (stephanie.horn@cemex.com) by 4th November 2016. Please copy your line manager into the email.
- Applications will be shortlisted, which may require an interview.
- Shortlisted applicants will be invited to an Assessment Centre on 1st December 2016, which will include shortlisted external applicants.
- Job offers will be made w/c 5th December 2016.
- Programme will commence in February 2017.

Continued overleaf



If you have any questions about the programme, please contact either:

Richard Kershaw, Readymix National Technical Manager on 07703 106348 or richard.kershaw@cemex.com

Stephanie Horn, HR Business Partner on 07990 788323 or stephanie.horn@cemex.com





Answer the following question to be in with a chance of winning £200 in Leisure Vouchers

(can be redeemed at Bella Italia,
ZSL London & Whipsnade Zoo,
Premier Inn, Thorpe Park, Beefeater Grill,
Pizza Express, Hastings Hotels etc)

**What are the discounts on your
benefits site for the following retailers?**

- a) Marks and Spencer
- b) Leisure vouchers
- c) Thomas Cook

Email Lifestyleoffers@p-mm.co.uk
with the title October Giveaways



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All entries must be received by 31st October 2016, any entries received after this date will be invalid.
Terms and conditions apply, for full list of terms and conditions please visit your benefits site

Visit: www.cemexlifestyle.co.uk

