



Welcome to UK News 9<sup>th</sup> Nov 2016  
your weekly update from around CEMEX UK

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## BEING THE BEST FOR FAMILIES

### Guard Against Slips, Trips And Falls



#### Housekeeping

Keep designated access routes and work areas tidy and free from trip/slip hazards.



#### Get a grip

Hold handrails on stairways and use three points of contact when getting into/out of vehicles.



Unfortunately we had a retrospective LTI last week where an employee slipped on some off cuts of reinforcing strand. The employee fractured a bone in his right ankle and has had to have time off work. **Everyone in CEMEX UK should believe that we all have the right to go home from work unhurt every day.**

**Therefore it is all of our responsibilities to STEP IN and LOOK OUT FOR EACH OTHER every minute of every day.**

As this incident and many others show slips, trips and falls are causing most of our serious incidents, this year good housekeeping on sites could have prevented many of these incidents from happening.

Especially as winter is nearly upon us it is important we do all we can to make sure our sites are hazard free by:

- Maintaining dedicated walkways (applying grit salt where required)
- Providing suitable lighting
- Using appropriate footwear (lace up ankle safety boots on sites)
- Getting a grip on steps/stairways
- Insisting on good housekeeping standards



## Don't Drive And Use Your Mobile Phone



You may well have heard about the lorry driver who was jailed for 10 years last week for using his mobile phone (scrolling through his music selection) whilst driving and subsequently crashing into several stationary cars.

The pile-up seriously injured some and killed a mother and her three children as their car was concertinered under a stationary lorry to one third of its original size.

Perhaps something that makes this story even more chilling is the fact that the court heard that an hour before the pile-up the lorry driver had signed a declaration to his employer promising he would not use his phone at the wheel. Footage showed that the driver hadn't been concentrating on the road ahead for about 1km.

This horrific story highlights the need for us all to think before we use our phone whilst driving any vehicle. Our cars and lorries are potentially lethal weapons which we need to be fully in control of at all times.

Remember the CEMEX UK mobile phone policy?

Here it is:

- If it isn't urgent to make a call - don't!
- If you need to make a call pull over into a safe place before doing so.
- If it is absolutely necessary to make or take a call whilst driving, you must be on hands free and keep the call short and always put driving conditions first.
- If you call a mobile phone ask the person if it is safe for them to take a call. If they tell you they are driving ask them to call back when they have parked up safely.
- Texting, emailing, scrolling through music or any other hands-on use of mobile devices is illegal.

## Do You Know About The Health & Safety Academy?



The Health & Safety Academy is a global CEMEX initiative which all Line Managers should have an opportunity to attend.

It is made up of three modules and is intended to further develop health and safety leadership skills and also raise awareness of the CEMEX Health and Safety Management System.

So far, in addition to hosting the Foundation Module, the trainer course for the Europe Region, the UK has held a further five courses involving 87 delegates including the Management Teams from each business sector. There is one more course planned before the year end.

Next year the UK are planning on running two Foundation courses a month from February onwards, as well as launching Modules 2 and 3.

Andy Taylor, UK Health & Safety Director, commented: "Sincere thanks go to the presenter teams from across the business and Health & Safety for their enthusiasm and commitment:



- Kevin Cage and Billy Johnson
- Ray Parrott and Peter Luxmore
- Rob Wilkinson and Duncan Hargreaves
- Scott Jones and Stef Fox
- Steve Lankfer and Jason Aked

The most recent course, last week, was attended by Jesus Gonzalez and Lex Russell, along with the Aggregates and Asphalt Management Team and additional delegates from across the business.

By further developing Health & Safety leadership skills through our Line Managers it is intended we will take another significant step towards our goal of ZERO injuries.”

### Step In On The Inside!



IHC Richard Gill on two occasions had the same motorcyclist coming up the inside of his truck whilst he was waiting to turn left at a set of traffic lights just outside of our Tunbridge Wells Plant. Somewhat concerned that the motorcyclist could get injured by a truck or other road user as a result of this action, Richard noticed that the motorbike was often parked outside one of the retail units on the same estate as our Concrete Plant. He ‘Stepped In’ and made a visit to the company to tell them of his concerns.

He reported that the occupiers of the unit would speak to the person in question and in doing so he may well have saved him from injury or even worse. Richard has said he’ll keep an eye out for the motorcyclist to see if he has taken heed of the advice.

Well done to Richard for ‘Stepping In’.

### Dove Holes Maintenance Team Swap Donuts For Smoothies!



As part of the CEMEX Health Initiative a continuous improvement was raised by David Heathcote to swap the Dove Holes weekly Friday donut day with a healthier option and invest in a NutriBullet.

The idea was taken up by Maintenance Manager, Andy Copley. Now each Friday the team all contribute either fresh fruit or veg and have a healthy, nutritious start to the weekend!



## BEING THE BEST FOR CUSTOMERS

### PoroFoam Arrives In London!



Following total collaboration and support from the CEMEX National Technical team our RMX London team managed to successfully



supply PoroFoam 1500 as a foamed concrete solution to Getjar LTD at Aldgate Place.

“This would historically be a referral to a specialist company,” commented Steven Barakeh, Sales Rep, “however following some in-depth discussions between us and the customer our National Technical team were able to offer a solution. The concrete was supplied Ex Stepney and foamed at the Plant before being delivered to site.

This solution was a tough call to make since Stepney is currently the busiest Plant in London, and Health & Safety was our TOP PRIORITY, followed by the risk of contamination with concrete to a major slip form project at Canary Wharf for Byrne Bros.



We successfully completed the task with no hiccups and the customer was very pleased with this solution.

Special thanks to Mike Higgins, Kevin D'Souza and all of the London Operations team involved.”

### CSC Positive Customer Feedback



Congratulations to the CSC team at Rugby for some great customer feedback recently. It's always good to get positive views from our customers who value efficiency and effective communication.

Here are some quotes from our customers:

*“It's been a really hard week and once again you have helped to make it easier. There must be some pressure on you especially today but seriously I do appreciate all you do and the manner in which you do it. Just a big thank you!”* Great feedback from Garry Mackenzie to **Amy Humphries**.

*Jewson's in Haslemere gave good feedback for his delivery received today and said the process from pricing to ordering to delivery went smoothly, and they were happy with the product and service. The customer asked to pass on his thanks to **Liz Anderson and the team**.*

*Craig Donovan from Freedom Group gave good feedback during a customer satisfaction survey regarding his enquiry for his site at Mansfield Road, Sheffield. Craig said he received his price back with 20 minutes which was spot on and **Madison O'Toole** was a brilliant agent.*

*“You have the most polite telephone manner out of anybody in this game I have come across. If we could all speak to each other like that the world would be a better place.”* This was said from Mike at Torkard/Language Homes to **Eddi Giaramita**.



## BEING THE BEST FOR SHAREHOLDERS

### Down The Line Quarterly Update Nov 18<sup>th</sup> 10am



Remember to dial in to the next Down the Line on Friday November 18<sup>th</sup> at 10am for an hour. Find out from Jesus Gonzalez, Chris Leese, Lex Russell, Phil Baynes-Clarke, Carl Platt and Dave Hart how the UK businesses are doing against our CVA targets, and have the opportunity to ask any question you like!



Dial in details will be emailed out to everyone next week.

If you are too shy to ask a question live then please feel free to submit your question via email to: [qbcommunicationsandpublicaffairs@cemex.com](mailto:qbcommunicationsandpublicaffairs@cemex.com)

If you would like your question to be anonymous then please let us know and we will respect that request.

If you can't make it remember that the audio recording and the slides will be available for you to listen and look at for 30 days after the event.

## BEING THE BEST FOR COMMUNITIES

### Historic United Nations Climate Change Agreement



This week the cement sector celebrated the United Nations Paris Agreement coming into force. The agreement paves the way for more sustainable development and major reductions of CO2 emissions. The cement sector alone could potentially reach a reduction of around 1 giga tons (one billion tons) of CO2 emissions by adopting the agreements framework.

The Paris Agreement sets out a stable regulatory framework to help business community to scale up the implementation of low carbon solutions to help mitigate climate change.

This represents an historic moment. For the first time in UN history a worldwide, ambitious, legally-binding treaty has been ratified by enough parties to enter into force in less than one year after its official adoption. This demonstrates a clear change in the parties' commitment for all stakeholders to fight against climate change and its impacts.

CEMEX CEO currently chairs the Cement Sustainability Initiative (CSI) and Fernando Gonzalez, CEO of CEMEX, made this statement: *"Climate change is a global issue that no one can solve alone. The cement sector has been working collectively since 1999 on measuring and reporting its CO2 emissions while developing solutions for mitigation and adaptation through the CSI."*



*We welcome the entry into force of the Paris agreement that sets the long awaited regulatory framework to scale-up the implementation of these solutions and encourages further cooperation between private companies, policy makers and the financial community.”*

### East Aggs Team Lend-A-Hand



The team from the East Area carried out a Lend-A-Hand day at a primary school next to Norton subcourse Quarry. The school was grateful for the improvements made to the children’s play area at the school.



The CEMEX team created a sensory garden, using a variety of different products including cobbles, 40mm, 20mm and 10mm, and natural stone, a composting bin constructed from pallets, a mud kitchen, sand pit area as well as sprucing the school shed up with a coat of paint.



Along with a few trees and shrubs that needed to be removed and some hedge cutting, the play area was a much better place for the children to play.



### Freemans Quarry And Avonmouth Wharf Lend-A-Hand



Well done to the team from Freemans and Avonmouth Wharf who spent their Lend-A-Hand day completing a sensory garden for Holly Hedge Animal Sanctuary. With materials from the Quarry and Wharf the garden includes a rockery, herb garden, sand pit and slabbed patio areas. This has provided the animals with an area where they can explore.

The sanctuary in Barrow Gurney opened its gates to unwanted, abandoned and often mistreated animals in March 1992. Since that time the charity has saved thousands of animals (see more at [www.hollyhedge.org.uk](http://www.hollyhedge.org.uk)).

### CEMEX Rocks!



Rocks are a major constituent of many of the building materials produced by CEMEX. The location of suitable rocks in a form that can be exploited is down to geology.

The Extractive Industry Geology (EIG) conferences, held every two years, are a unique scientific and technical shop window for the non-petroleum extractive industry. They are an opportunity for earth



scientists associated with the extractive minerals sector to keep abreast of current and future trends, innovation and best practice.

The last such conference was held in September this year which marks the 50th anniversary of the Aberfan tip disaster in South Wales. The keynote lecture examined the factors leading up to this catastrophe and the implications for the UK extractive sector.

Other lectures covered health and safety, geotechnical, hydrogeological, mineral exploration and ecological aspects of the quarrying industry.

Together with their consultants Wardell Armstrong, CEMEX presented results of their 10 year programme of monitoring of springs in a nature reserve called Monk's Dale, located 2km to the south of Dove Holes Quarry. In order to operate effectively the Quarry needs to be dewatered with potential impacts on water features and groundwater dependent ecosystems. Monk's Dale Site of Special Scientific Interest (SSSI) is a spring-supported fen habitat of national and European importance.

The conclusion from the monitoring is that the fen habitat is dependent on groundwater flowing into the valley from a higher level associated with changes in geology and that it lies beyond the influence of operations at the Quarry.

Further information on the EIG conferences can be found at <http://www.eigconferences.com> or contact Paul Jennings, Senior Geologist in CEMEX's National Reserves Department, who is on the EIG Committee.

## BEING THE BEST FOR EMPLOYEES

### Don't Know Your Re-tweet From Your Hashtag?? Come To A Free Training Session Near You W/C 14 November



Want to impress your kids with your newly found tech wizardry? Do you think you could be part of the CEMEX social media chatter?



The UK Comms team is holding a series of drop-in sessions at our hub offices about Twitter and anyone is welcome to come along.

Find out why Twitter is important for all of us, learn how to use Twitter yourself and get help from experts on tweeting better. We'll have you tweeting like the dawn chorus by the end of the session!!

No prior knowledge of Twitter needed just come along and find out what it is all about... it's easy, quick and actually quite good fun.

From Nov 14<sup>th</sup> – 18<sup>th</sup> there will be sessions in all of our hub offices, please drop in to find out more:

14 <sup>th</sup>	Uddingston - Meeting Room	9am - 3pm
15 <sup>th</sup>	Stockton - Meeting Room	9am - 3pm
16 <sup>th</sup>	Preston Brook - Next to Reception	9am - 3pm
17 <sup>th</sup>	Rugby Office - Bilton	9am - 3pm
18 <sup>th</sup>	Thorpe Office - Papercourt	9am - 3pm



After these sessions we will provide an online training version too for anyone unable to attend.

## Organisational Changes



Clare Pickering, current Business Performance (Cement Commercial, Logistics, Building Products) & Commercial Administration Director for the UK, has been appointed BSO Director for the UK, in addition to her current responsibilities, reporting directly to Larry Zea; and on a coordinated basis to Hector Tassinari, Planning & Administration Vice President for the UK.

We congratulate Clare on her appointment and wish her success with her new responsibilities.

Kevin Hayman (Head of Operational Support), Mike Lynn (Management and Financial Services Manager), Alan Venning, (Transactional Services Manager), Simon Whitfield, (Process and IT Manager), Martin Wheeler (National Credit Manager), and Ross Catterick (Commercial Administration Manager) will all now report directly to Clare.

## What Does The UK Comms Forum Discuss?



There is a new community on Shift for everyone to look at which contains all the presentations and discussions from the last UK communications forum. This is where your Reps from around the business find out about the direction of the UK business and get a chance to put your questions to the Top Team.



Search for the UK communications forum 2016 or follow the link below:

<http://shift.cemex.com/communities/service/html/communityview?communityUuid=ec56772c-05b8-44cf-9b42-d9019d9c281d>

## 15 Years For Keith Stannard



Also congratulations to Keith Stannard of Norton Subcourse Quarry who completed 15 years service this week.

## CSC Team Get Spooked...



It was that spooky time of year again for the CSC team in Rugby last week!

The floor got into the spooky spirit and took part in a fancy dress competition



and this was judged by their Team Leaders!

Shame they don't answer customer calls with video calls or facetime!!

### Rugby Staff Come Up Smelling Of Roses...



In response to staff requests there are now two staff showers at Rugby office! so employees who run or cycle into work or go for some exercise at lunch time can now freshen up afterwards – just listen out for any singing in the showers!!



This is a great example of Voices into Actions. Any queries then contact Claire Trice, Facilities Co-Ordinator, on 01788 517009.

### Logistics Apprentices Graduate



It was a proud day for the nine 2015/16 Logistics Apprentices who have just graduated in the CEMEX Logistics Apprenticeship Scheme and now become CEMEX's latest full time cement tankers and aggregate tipper drivers. Just as proud were the driver mentors and managers who have supported them over the last 12 months and helped them achieve their high pass rate.

Graduation certificates were presented at CEMEX House Rugby by Carl Milton, in charge of the scheme and Northern Regional Logistics Manager: "Many

congratulations to our graduates, they have worked hard to achieve a very high standard and become skilful drivers. For everyone involved in the scheme it has been a challenging and rewarding process and it's great to see these high standards of driving passed onto the next generation of CEMEX drivers."

The programme is run in association with our apprentice training provider, Systems Training, and offers a professional framework to a nationally recognised Apprenticeship Level 2 (QCF) qualification in Driving Goods Vehicles and an LGV category C or C+E licence and the role of LGV Driver within CEMEX.

### James Reflects On 15 Years Of Law With CEMEX...



James Harrison, Property Solicitor and lawyer for CEMEX, celebrated his 15 year service award recently and reflects on his time with us.

"It hardly seems possible that it is 15 years ago on 1<sup>st</sup> October 2001 that I joined RMC (UK) Limited as a 5 year qualified solicitor from a small private practice firm based near the British Museum in London. Thorpe provided a beautiful setting which made me feel I had landed the dream job with no commuting into town either!



In addition to dealing with sales of surplus non operational land and lease management work, I was taught all about mines and minerals and the specialist knowledge needed for mineral leases (which was completely new to me). As well as learning the “dry” stuff about mines and minerals law, I spent time visiting sites around the country to get the flavour of a working Quarry, a Readymix Plant and a Cement Plant. I continue to enjoy doing this today.

Although times have changed since those early days, the wide variety of property work over the years has been unabated. Here is a flavour of the projects I get involved in; acquisitions of an extension to a Quarry from conception right through to securing mineral rights; selling surplus non-operational land be it for uses such as housing or charity transfers; all kinds of lease management work to ensure our businesses are given a secure legal basis - larger, more recent projects include the lease at Malpass Farm to Sita and the railway leases at Washwood Heath.

I enjoy the variety of projects and seeing them through, I also work with a great team and also value the connections that I have made within the wider CEMEX business. I hope to continue providing quick and appropriate legal advice where needed - without being sidetracked into unnecessary legal jargon!”

### Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
284-10-2016	Readymix Technical Manager	National Technical	Cluster 24 Kent, Surrey & Sussex	16/11/2016
285-10-2016	Quarry Operative	Aggregates Central	Cromwell Quarry	14/11/2016
286-11-2016	Weighbridge Operative/Planner	Aggregates Northern	Dove Holes Quarry	11/11/2016
287-11-2016	Planner	Aggregates Central	Rugby	18/11/2016
288-11-2016	LGV C+E (Class 1 & 2) x 3	Logistics	Willington/East Leake Quarries x 1 Washwood Heath x 1 Lincoln x 1	18/11/2016
289-11-2016	Multi Skilled Operative	Asphalt	Leyburn Coating Plant	11/11/2016
290-11-2016	HR Administrator *** Temporary cover to March 2017 ***	BSO	Stockton Office	21/11/2016
291-11-2016	HR Administrator *** Temporary Maternity cover to December 2017 ***	BSO	Stockton Office	21/11/2016
292-11-2016	Weighbridge/Plant Operative	Asphalt	Carlisle Coating Plant	22/11/2016

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**

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If you can, please include a photo too (taken in super fine landscape setting and saved as a jpeg.) Thank you.



