



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

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BEING THE BEST FOR FAMILIES

Going Home Safe Is The Best Christmas Present....



Well done to everyone in CEMEX UK for four weeks of keeping everyone safe with ZERO harm. But with Christmas nearly here remember that safety doesn't take a holiday!!

Please keep focused on the basics even during the holiday season. STOP AND THINK, STEP IN and GET A GRIP.

Working together we can keep everyone safe this Christmas and New Year.

Winter Safety Poster



If you haven't already, please see the poster at the end of this UKNews or in the download section on the website and print it out to share with colleagues....

A Hat Not A Hoodie



In the cold weather remember not to put up your hood under your hard hat! Hoods reduce your vision so that you cannot see what is going on around you.





Please remember to wear a hat to keep your head warm and STEP IN if you see colleagues with hoods up.

LTI Free Congratulations To.....



The team in **Aggregates South West and Wales** who continue to demonstrate their dedication to be Best for Families, reaching 6 years lost time injury free last week.

Congratulations go to everyone who has contributed to this success; hopefully through their ongoing commitment to putting Health & Safety first they will reach their next milestone of 2 years TRI free in July.

Drugs And Alcohol Policy Review



After a review of the UK Drugs and Alcohol Policy it has been decided to introduce a lower permissible Alcohol limit in relation to all UK Operations. The new limit of 22 micrograms of Alcohol per 100 millilitres of breath is in line with most European countries and is the limit introduced in Scotland in 2014.

The reason for the change is to bring the limit in line with other similar industries and to have a consistent level across all of our UK Operations. Higher risk industries such as Rail and Maritime already have lower limits and as CEMEX Operations increasingly involve interaction with these industries it

is right that we have a consistent approach. The new policy will be available on the ETHOS Shift pages and a copy can be obtained from the HR or Health & Safety Departments.

As a guide to what this new limit means, it is reasonable to say that no Alcohol should be consumed less than 8 hours before to a shift (this is similar to what airlines stipulate for crew!).

Health Surveillance Changes



As part of our commitment to health we are introducing some changes to the health surveillance programme in 2017. From next year everyone attending health surveillance will receive a personal health report which will be posted to them after their appointment. The report will give them a summary of their test results, what the findings mean and advice on what to do if further action is necessary.

We hope this will be informative and help in a better consideration of health whilst working and making healthier lifestyle choices where desirable. In addition, an optional Blood Test will be offered which will test for a range of conditions and provide an indicator of general health. The Blood Test will only be available on request at the time of organising the health surveillance and





has to be booked with RPS as part of the normal health surveillance appointment; the need for advance warning is the additional time and equipment needed to carry out the test.

Coordinators of health surveillance will need to ask all personnel due to attend health checks if they require this additional check and advise RPS accordingly. As always, any information from health tests are strictly confidential between the individual and RPS, CEMEX has no access to any medical information on individuals.

For more information please contact Peter Luxmore, Health & Safety Operations Manager.

A Healthy Meeting!



Rob Doody and the Aggs Ops and Commercial Team had a December meeting with a difference! They walked 12 miles between castles and got soaked by the end!!

BEING THE BEST FOR CUSTOMERS

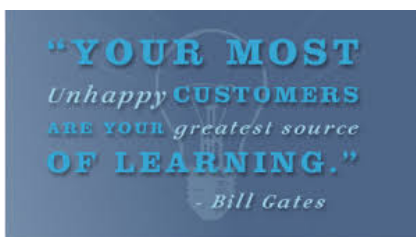
Another VAPpy Customer.....



Ardmore site at Sutton called Sales Rep, Sharon Baker, and Team to ask for a solution to a problem they had. A large pour was coming up with a high amount of steel reinforcement and they were concerned about being able to compact and vibrate the slab. Sharon and the Team offered one of our branded products using the VAP app, EVOLUTION STRUCTURAL 40. The customer was happy to give the product a try.

Sharon comments: "The pour was due to go ahead on a Friday, always a difficult day for large pours, but all went well. This was yet another win for CEMEX Croydon Plant supplying approx 320m3 finishing on schedule. Thanks again to our Technical Manager, Kevin D'Souza, and all the drivers and Plant staff at Croydon Plant. Another milestone for the Sutton job this time with a value added product. Thanks to all - great Team work."

Complaints Are An Opportunity To Improve...



If we don't know we can't change. The RMX Team in Norwich responded quickly and constructively to a customer complaint and turned the next delivery around. Customer, JB Developments in Norwich, was unhappy with their delivery so the Team made





alterations to the plant to increase the batching speed significantly and a CEMEX employee was on site for the start of the pour. We then suggested that JB supplied a person on the gate to sign the trucks in and out as this would speed up the turnaround on site. JB agreed to this suggestion and the customer and client (Wates) were both extremely happy with the second pour.

Well done to everyone involved.

UK Customer Segmentation



One of our core CEMEX values is 'Customer Focus' and we are making great progress to develop our organisation to be more customer-centric.

This week CEMEX UK announced changes which will help us to integrate our commercial decision making processes across all business and product lines, in order to sell to common customer segments and to attract and retain customers in order to maximise

our profitability.

We need to take this approach in order to bring a customer segment perspective to our product based organisation. We will achieve this through the appointment of **Segment Champions** - key roles with specific areas of responsibility.

These appointments will take effect in January 2017 in countries across the European Region. Currently these segment champions are collaborating in order to enhance our value offer for specific customer segments.

The UK Segment Champions are as follows:

Carl Platt, Vice President - Commercial & Building Products in addition to his current responsibilities is appointed **Segment Champion** for **Distributors**.

Lex Russell, Vice President - UK Readymix & Asphalt in addition to his current responsibilities is appointed **Segment Champion** for **Builders**.

Chris Leese, Vice President - UK Aggregates in addition to his current responsibilities is appointed **Segment Champion** for **Industrials**.

The role of segment champion will be to lead and facilitate the implementation of the commercial strategy for their respective customer segment across all business lines.

We are confident that these changes will allow our organisation to place our customers more centrally in our thinking – helping us to drive value by identifying new opportunities.





BEING THE BEST FOR SHAREHOLDERS

End Of Year Message From Our CEO



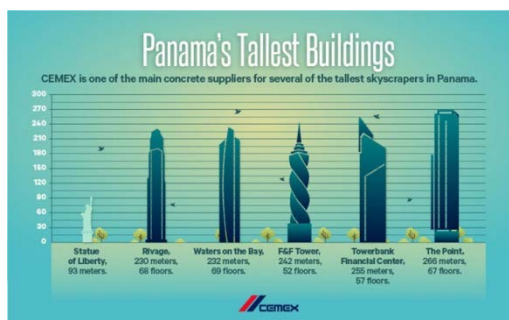
If you are on Shift, Fernando A. Gonzalez, our CEO, has recorded an end of year message to us all.

He says: "We couldn't be where we are without your contributions."

To watch the full video follow this link:

http://myshift.cemex.com/wps/myportal/cemex/inside/news/oqvdec2016/NW_OGV1612_CEOmessage_ENG

Panama Skyscraper...



CEMEX recently announced that its subsidiary, CEMEX Latam Holdings, S.A., has served as one of the main concrete suppliers for several of the tallest skyscrapers in Panama. Delivering more than 3 million cubic metres of concrete over the past five years, CLH is an active contributor to the development of one of the fastest growing cities in Latin America.

The company's building materials are present in emblematic buildings across the Panamanian landscape, including Vitri Tower, Ocean Two, Yoo & Arts Tower, Pearl at the Sea, and Star Bay Tower - all of which are residential and office buildings that rise to a height of more than 240 metres. CLH delivered a comprehensive offering of products, services, and solutions for foundations, structures, and loads, and supplied tailor-made concretes designed to suit the needs of these great buildings.

Read the complete press release:

<http://www.cemex.com/MediaCenter/PressReleases/PressRelease20161214.aspx>

2017 Roadshow Dates For Your Diary

Pass The Baton Safely In



With the New Year rushing towards us Jesus is planning his Annual Roadshows which will take place from Monday 23rd Jan - Friday 27th Jan.

Here is the schedule so that you can plan to be there. Any employee is welcome to attend if they can make it:





Mon 23 rd Jan:	9.00am - 10.00am	-	Hilton Strathclyde Hotel, Glasgow
	3.30pm - 4.30pm	-	Daresbury Park Hotel, Warrington
Tues 24 th Jan:	9.00am - 10.00am	-	Stockton office
	12.30pm - 1.30pm	-	Holiday Inn, Scotch Corner, Darlington
	4.30pm - 5.30pm	-	Best Western Mount Pleasant Hotel, Doncaster
Wed 25 th Jan:	9.30am - 10.30am	-	Huntingdon Race Course, Huntingdon
	2.00pm - 3.00pm	-	Benn Hall, Rugby
	4.30pm - 5.30pm	-	Rugby Cement Plant
Thurs 26 th Jan:	9.30am - 10.30am	-	Eastwood Park Hotel, Wotton Under Edge, Glos
	3.00pm - 4.00pm	-	St Mary's Stadium, Southampton
Fri 27 th Jan :	10.30am - 11.30am	-	Hotel Mercure, Brands Hatch, Dartford
	2.30pm - 3.30pm	-	Thorpe office

BEING THE BEST FOR COMMUNITIES

RSPB #DefendNature – Thank You CEMEX



Behind the scenes the RSPB, among other nature conservation organisations, work to preserve nature across Europe. They fight for the preservation laws that protect wildlife, and are enshrined in the EU Nature Directives.

These directives outline common laws for wildlife, habitats and the special places for nature on a continental scale. This week, after two years of hard work and dedicated campaigning to prevent the world's strongest wildlife laws from being opened up and weakened, the RSPB heard that the EU Nature Directives are safe.

Without the directives there would be no protection for wildlife across the European continent – which have been instrumental in setting up protection for such migratory species as the Turtle Dove. Nature does not recognise national boundaries!

Mike Clarke, Chief Executive of the RSPB, commented: "We've stood against an enormous political threat to the very foundations of protection for our wildlife and we've won. No campaign can do more. There has also been fantastic leadership from progressive business voices, such as CEMEX, and from politicians - including European Parliamentarians and national Environment Ministers... from my heart I thank you all."





It's A Wrap....



During the week Cluster 14 took part in a Lend-A-Hand supporting OPEN Youth Trust based in Norwich. Three members of the Cluster 14 Team, along with Nicola Hannant, Credit Manager, attended the day which entailed wrapping Xmas gifts for the general public with donations going to the charity.

Castle Mall, Norwich, where the event takes place, supply the area, stand and the wrapping paper etc, and OPEN require the volunteers for the wrapping.

The charity supports and provides opportunities for young people living in Norfolk, including the most disadvantaged, aiming to have a positive effect on their lives. OPEN was created back in 2005 and now has its own multi-purpose venue that has conference rooms, gym, and cafe where they can train in catering and sports. The Trust organises events to encourage the young people to focus on a career and gaining employment as well as social activities.

Neil Woolner, Sales Manager, commented: "Last year the event raised a total of £3k, with this being the first day it was quieter than usual - must've heard about my wrapping skills!! Overall a good day was had by all and in aid of a very good cause."

First Ever CEMEX UK Sustainability Award



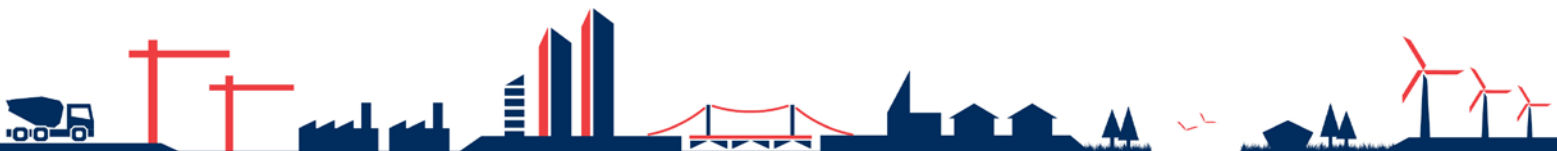
Congratulations to Peter Hember for winning the first ever CEMEX UK Sustainability Award. Peter won it for installing ten empty IBCs (intermediate bulk container) to harvest surface ground water to reuse when recirc water is running low. Whenever it rains the containers are replenished and they have a total of 10,000 litres of extra water. They have installed the



system in both Pershore and Oakengates with Redditch to follow.

Andy Spencer, UK Sustainability Director, commented: "The quality and volume of entries was fantastic, with brilliant and simple improvements being made throughout our business to improve our Environmental Profit and Loss, and to help our business overall being Best for Communities. Some examples were:

- Laboratory aggregate drying ovens connected to timer switches turning off ovens out of working hours.
- Designing and installing a new and comprehensive dust suppression system.
- Replenishing the beach at Bournemouth.





- A new fuel monitoring system has been installed onto the Sand Falcon dredger.
- And many more!

We will be featuring stories in the upcoming editions of UK News.

On Friday 16th December the Awards winners were invited to attend the Projects Meeting, with Highly Commended and Winners in each section receiving their awards from Andy Spencer. I look forward to 2017's entries!"

Pictured above is Peter accepting his award with Jesus Gonzalez, Chris Leese and Al Laverty. Pictured right are all the winners!



Well Done Cluster 6!



Cluster 6 Sales Rep, Jenny Deacon, has been working hard to help two worthy causes in Lancashire - the Foxton Homeless Centre in Preston and South Ribble Women & Refuge.

Jenny and other members of Cluster 6 offered their time on a voluntary basis to collect and distribute food parcels to the organisations to spread a little Christmas cheer to those who are struggling at this time of the year.

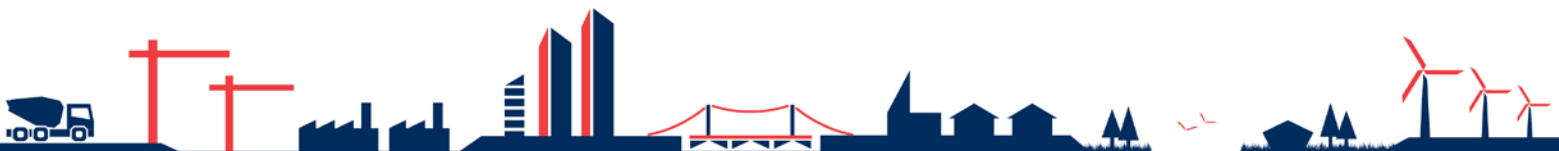
Danny Roberts, Cluster 6 Readymix Sales Manager, would like to thank Jenny and all who generously donated, for all their hard work - a real community effort!

The Foxton Centre aims to work with the most marginalised communities in Preston to provide them with opportunities to flourish as human beings by being a resource of people, place and community, especially for those on the margins of society. The South Ribble Refuge is committed to a world where domestic violence is not tolerated and where woman and children can live in safety.

Crimbo Jumpers For Charity



Well done to Jesus Gonzalez, Chris Leese, Lex Russell, Dave Hart, Carl Platt, Andy Taylor, Andy Spencer and other Directors for wearing their Christmas jumpers last week in aid of Save the Children!





Let Them Eat Cake... Bird Cake.....



This year has been unusually mild so far resulting in plenty of natural food for birds but once this starts to run out you'll see more birds arriving at your feeders.

A bird's body clock works on daylight hours so in the winter months there are great opportunities to view the birds feeding at first light which can become a bit of a feeding frenzy. If you watch your garden birds regularly you'll notice that they'll come down to feed again in the late afternoon before they go and find somewhere to roost overnight.

It's hard to believe but during cold weather birds can lose up to 40 per cent of their weight overnight just trying to keep warm.

Food that's high in energy is fantastic for birds in the winter month - peanuts, fat or suet based foods, seed mixes that contain Sunflower seeds or hearts, Mealworms and fruit will all go down well. You can also make your own fat balls and cake mix using lard and suet – a great rainy day activity with the kids or grandkids!

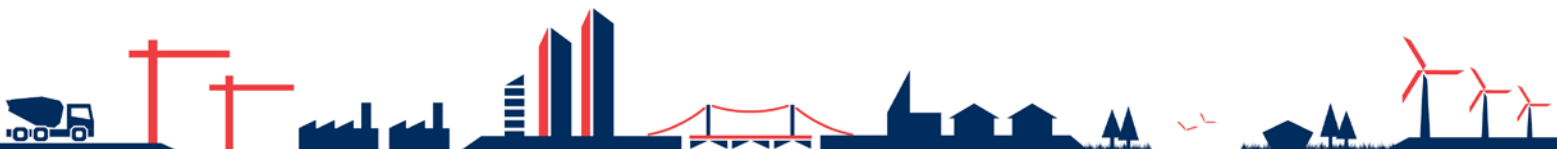
Place lard and suet at room temperature in a mixing bowl, add in uncooked porridge oats, mild grated cheese, peanuts, sultanas, raisins and bird seed. Mix it all together and roll into balls or use shallow dishes to create bird cake. Put them in the fridge to set and when they are solid place them outside. However, remember not to feed turkey fat to feed your birds as it's too soft and can get into their feathers which can cause problems.

For more tips on giving nature a home this winter visit: www.rspb.org.uk/homes

Urban Sketchers....



Matt Wooding, an Urban Sketcher, did this quick impromptu sketch of one of our mixer trucks on Queensway in Southampton and posted it on Twitter (@CEMEX_). He worked fast in case it drove off – which it didn't luckily!





BEING THE BEST FOR EMPLOYEES

Seasonal Woollies!



The Aggs and Asphalt Supply Chain Team got into the Christmas spirit with their jumpers galore to pose for their e-card for colleagues across the country with this seasonal message to all:

“Thanks for your support during a great 2016. We’ve stayed safe, and tried (apart from our Christmas chocolates) to be healthy. We’ve seen lots of new colleagues join our expanded Teams and we’ve opened a refurbished office and canteen facility that really looks the part. We’ve priced, sold, negotiated, planned, helped, trained, problem-

solved, laughed and cried. We’ve tried hard to provide the best service we can to all our colleagues and customers. Most of all we look forward to doing it all again in 2017.

Best wishes to everyone!!!”

Organisational Changes...



Lex Russell, current Aggregates Vice President for the United Kingdom, has been appointed Readymix Vice President for the United Kingdom, and will continue to report directly to Jesus Gonzalez, President for CEMEX in the United Kingdom.

Christopher Leese, current Readymix Vice President for the United Kingdom, has been appointed Aggregates Vice President for the United Kingdom, and will continue to report directly to Jesus Gonzalez.

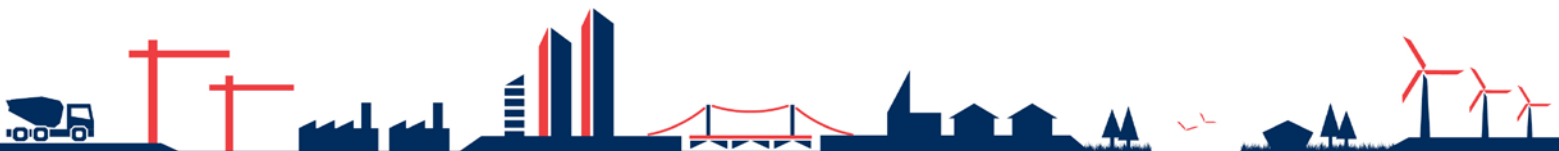
15 Years For Dann King



Here is Dann King pictured receiving recognition for his 15 years long service award from his Line Manager, Chris Shaw.

Dann is an integral part of the Logistics Team supporting in a number of areas with his systems and operational knowledge.

Congratulations Dann and thank you for your years of hard work.





Fun Fact!



Did you know that the word concrete comes from the lasting word “concretus” which means to grow together? - kind of appropriate for our organisation!

Thanks to Mat Saunders who tweeted that fact.

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
325-12-2016	Supply Chain Systems Supervisor	Aggregates & Asphalt	Preston Brook Base, But Mobile	30/12/2016
326-12-2016	Relief Plant Manager	Readymix Central	Cluster 14 Plants (Norfolk & North Suffolk Plants)	06/01/2017
327-12-2016	Customer Service Team Leader	Aggregates Central	Rugby	06/01/2017
328-12-2016	Aggregates Planner	Aggregates Central	Rugby	29/12/2016
329-12-2016	Plant Supervisor	Readymix Southern	Eversley	09/01/2017
330-12-2016	Head of Sales - London	CEMEX UK Operations	Fulham	13/01/2017
331-12-2016	Asphalt Senior Operative	Asphalt Northern	Gartshore	22/12/2016
332-12-2016	Relief Plant Operative	Readymix Southern	London	13/01/2017
333-12-2016	Plant Supervisor	Readymix Southern	Cluster 24 Crawley	06/01/2017

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.

**UKNEWS IS TAKING A SHORT BREAK OVER CHRISTMAS....THE NEXT
EDITION WILL BE OUT W/C 3RD JAN... HAVE A SAFE AND HAPPY
CHRISTMAS!**





DON'T SLIP UP -
Even the professionals
can get it wrong!

**BE
AWARE**



TAKE EXTRA CARE!



THIS WINTER:

- Wear warm / hi-vis clothing
- Wear suitable footwear
- Clear walkways of snow / frost
- Use designated paths
- Ensure there is sufficient lighting
- GET a GRIP, slow down & hold handrails
- If you see things aren't safe - STEP IN

SLIPS / TRIPS / FALLS CAUSE HALF OUR INJURIES!

