



Welcome to UK News 22nd Feb 2017
your weekly update from around CEMEX UK

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BEING THE BEST FOR FAMILIES

Congratulations On A ZERO Week



Well done to everyone for making sure that all our UK colleagues went home unharmed from work last week. ZERO is possible every day of every week if we keep focused on the basics:

Stop and Think – always follow the safety essentials

Get a Grip – to avoid slips, trips and falls in the often wet and cold winter weather

Step In – don't be afraid to speak up if you see something or someone unsafe

Get Booking For Your Health, Safety And Wellbeing Day....

Health, Safety and Wellbeing Days

Please come and join us on our Health, Safety and Wellbeing Days. You may recognise some faces from Keystone from last year's H&S Days, or even this year's back to work training. Please save the dates in your diary as all the venues will be confirmed shortly with contact details of how to reserve a place sent out via UK News

- Dunchurch Park Hotel, Rugby Road, Dunchurch, CV22 6QW
- Scotland - Stirling Management Centre, Stirling Court Hotel
- University of Stirling, Stirling, FK9 4LA
- Nth West - 21st March Shap Wells Hotel, Shap, CA10 3QU
- 22nd/23rd March Springfield Hotel, A55 Expressway, Pentre Halkyn CH8 8BA
- Doveholes – Venue to be confirmed
- North East – Venue to be confirmed
- South East – Venue to be confirmed

FEBRUARY 2017 **MARCH 2017** **APRIL 2017**

CEMEX

All the confirmed venues for this year's Health, Safety and Wellbeing days are listed below so please book yourself onto one. There are 40 places available on each day. Please also use this opportunity to invite our contractors.

The North West days will be held in two locations:

Tuesday 21st March will be at:

Shap Wells Hotel, B6261 Shap, CA10 3QU

Please book using the link below:

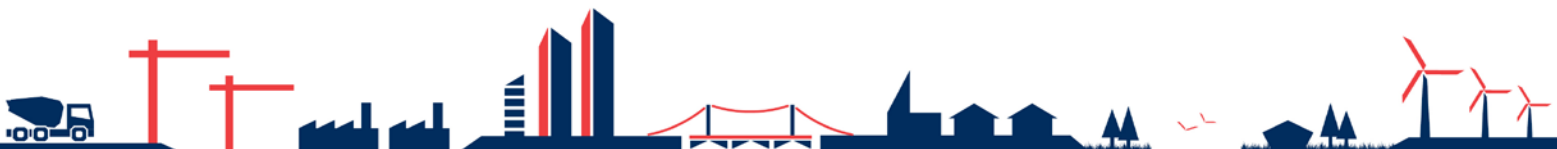
<https://www.eventbrite.co.uk/e/cemex-health-safety-and-well-being-days-tickets-31976573793>

Wednesday 22nd March and Thursday 23rd March will be at:

Springfield Hotel and Health Club, A55 Expressway, Pentre Halkyn, CH8 8BA

Please book using this link:

<https://www.eventbrite.co.uk/e/cemex-health-safety-and-well-being-days-tickets-31976911804>



Dove Holes: held at The Palace Hotel, Palace Rd, Buxton SK17 6AG on the **28th, 29th and 30th March** and again on the **4th, 5th and 6th April**

Please book using this link:

<https://www.eventbrite.co.uk/e/cemex-health-safety-and-well-being-days-tickets-32185114544>

The North East days will be held in two locations:

Tuesday 11th April and Wednesday 12th April will be held at:
The Holiday Inn, M1 Junction 40, Wakefield WF5 9BE

Please book using this link:

<https://www.eventbrite.co.uk/e/cemex-health-safety-and-well-being-days-tickets-32061988270>

Tuesday 18th April, Wednesday 18th April and Thursday 20th April will be at:
The Holiday Inn, Scotch Corner, DL10 2YE Junction of the A1 and A66

Please book using this link:

<https://www.eventbrite.co.uk/e/cemex-health-safety-and-well-being-days-tickets-32186241916>

And finally, the three days in the South East are split as follows:

Tuesday 25th April will be at: The Copthorne Hotel, Cippenham Lane, Slough SL1 2YE

See below link:

<https://www.eventbrite.co.uk/e/cemex-health-safety-and-well-being-days-tickets-32061382458>

Wednesday 26th April and Thursday 27th April will be at:
The Mecure Brands Hatch Hotel, Dartford, DA3 8PE

See below link:

<https://www.eventbrite.co.uk/e/cemex-health-safety-and-well-being-days-tickets-32062272119>

A couple of people have experienced problems booking via Eventbrite using Internet Explorer; if this is the case, just copy the link into another internet browser such as Google Chrome.

Finally, if you have reserved places on the day and need to cancel for unforeseen circumstances please go back into Eventbrite and cancel as soon as possible in order for the places to be filled.

Be Alert For Slips, Trips And Falls



So far this year we have suffered five major injuries compared with one at the same stage last year. The most common causes of our major injuries remains simple slips, trips and falls and falls from height.

There have recently been three UK Safety Alerts relating to injuries suffered by people working in our operations last month, all resulting from slips, trips and falls.



Please review the Alerts with your Teams and consider the potential for similar incidents on your sites, and whether enough is being done to prevent further injury:

- Does everyone maintain three points of contact on steps and stairways and when using ladders?
- Is all equipment adequately maintained and, where a safety critical defect is identified, is the equipment removed from use until an effective repair is made?
- Are there designated walkways around your site that are kept in good order, free from debris, snow and ice, physically segregated from vehicles and adequately lit? Does everyone always follow the designated safe walkways?
- Do you always STEP IN if you see anything you believe may be unsafe?

In addition to discussing the Alerts with Teams, please also ensure they are posted on relevant notice boards. (See the download section of the UK News website for copies of the three alerts.)

LTI And TRI Free Congratulations To:



All the Teams at:

- Aggregates South East Area for 9 years LTI (lost time injury) free, now focused on achieving 2 years TRI free in September.
- The crew of the Sand Falcon for 3 years LTI free and looking to reach 1 year TRI free in May.
- Readymix Central, Cluster 14 now 2 years TRI (total recordable injury) free and should reach an impressive 12 years LTI free in July.

Cluster 3 LEDing The Way....



As a simple way to help encourage Health & Safety as the first thought when arriving at a Plant on a dark early morning, Jeff Fielding, Cluster Manager, is rolling out key ring LED torches to all the Cluster 3 Teams and they are proving a great success.

The next batch will include emergency contact details which will be a useful addition.

Tour de Cluster 7



Calling all cyclists, Roger Taylor, Ops Manager in Cluster 7, is organising a cycle event which will start on the 1st of June at Whitby and will be calling at every Plant in Cluster 7 until York on the 14th June.

Roger and the Team are looking for volunteers for each of the legs and would like to get families involved. The distances vary from 7 miles to 30 miles, depending on routes taken, so they can cater for all abilities.

Roger commented: "Let's blow off those winter cobwebs and get on yer bike! If you need added incentive we will be raising money for Macmillan Cancer support on the way. We will be passing on the health baton at



each Plant to the next set of riders. As well as some great comradery, you'll get fitter and see some great countryside too!"

Anyone interested in taking part should contact Roger on: 07917 173135
or email: roger.taylor@cemex.com

Stourton Join The Weighbridge Weigh In!



"Although the staff at Stourton Asphalt Plant are generally in pretty good shape (except for the shady looking one in the red body warmer)," commented John Beard, red body warmer wearing Plant Manager, "we took the pledge to either maintain our level or improve on it. We all had our 'weigh in' this morning to a grand total of 620kg.

We will re-visit in a couple of months and see if we are true to our word - expect to see the red body warmer man back down to his racing weight!!!" Good luck to the Team!

Roan Edge Get Fruity....



Well done to the Team at Roan Edge for kicking off their Monday morning with fruit rather than bacon or biscuits!

They are starting the week as they mean to go on!

BEING THE BEST FOR CUSTOMERS

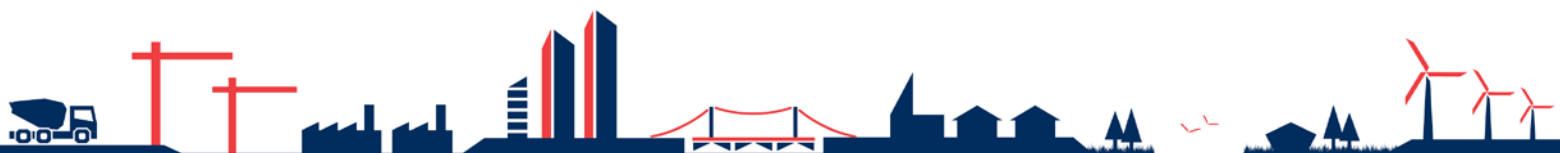
New Commercial Team



Last year CEMEX launched a Segmentation process for all of its businesses. This involves allocating all of our customers into segments where their purchasing habits and behaviours are similar.

Distributors are the segment that both Packed Cement and Concrete Products predominantly deal with. You will more likely recognise these as Builders Merchants such as Travis Perkins or Jewson, or retailers such as B&Q or Wickes.

Following discussions with our customers they told us that they wanted several key attributes from CEMEX as a business and these were easy to do business with, innovative, trustworthy and experts in our field.



The purpose for us segmenting our customer base is to better identify their needs and create a proposition that will meet their individual needs. With both the Packed Cement Commercial Team and the Concrete Product Commercial Team in many cases overlapping contact with the 'Distributors', the business took the decision to merge the two Teams together to enable us to sell both product lines through one Team. The intention is not to dilute the expertise of each Team, but to have experts in selling to Distributors.

Graeme Barton, Team Manager, explains: "I am sure you will appreciate the importance of having daily communication between the Customer Service Team and the Commercial Team and for that reason the Packed Cement CST has also moved onto the third floor in Rugby. These are exciting times for all of us as we restructure to better meet the needs of our customers. There is a lot for both Teams to learn and I appeal for your patience during these early days."

Crossrail Goes From Strength To Strength



After a successful supply of C80/95 high strength concrete to Laing O'Rourke at the new Crossrail station at Liverpool Street, following a design change to the new Ticket Hall, we were asked to design and supply an even higher strength concrete - C85/105!! - this is for some columns that are thin in size and have to take a large loading. Supplies have commenced to the satisfaction of our customer and early-age strengths are indicating full compliance.

Well done to the Team at Stepney Concrete Plant for once again being best for customers, best for stakeholders and best for the community!

Great Feedback From Buildit, Gloucester



Mike Bailey, Area Sales Manager for Gloucestershire and South Wales, recently had a call from Bob Willis of Buildit, Gloucester, praising Emma Smart at the Rugby CSC for her invaluable help in organising a desperate stock load.

Mike commented: "It's not often that any of us get a pat on the back; usually we are on the end of a long winded rant and I was really pleased to hear Bob's comments. Both Bob and I would like to thank Emma for taking it all on the chin and still pulling out the stops with a smile."

Well done Emma!

The Face Of Customer Feedback



Meet Jane McGregor who co-ordinates our concrete products customer feedback. Jane has 14 years experience within the Concrete Products business in various positions.

Thank you Jane for ensuring we continuously achieve 100% service level on our service promise of "We will acknowledge your complaint within 24 hours".



Jane has worked hard on implementing Near Miss Service Alerts in Concrete Products, of which we have seen an increase in 2016 compared to 2015, and as expected we have, therefore, seen a decrease in CAT C+ complaints and an increase in positive feedbacks. Jane comments: "I feel that I am in my best position yet where I enjoy and pride myself in giving good and satisfactory responses to customer feedback which helps to improve our service. When dealing with customer feedback I need to be neutral as I cannot be seen to be defending our errors, but more resolving them for the customer so they feel that we take their feedback on board and action it in a way that gives them confidence in our service."

Customer feedback helps reap strong competitive advantages, have sticky customer loyalty and earn raving customer advocates. A happy customer is a retained customer. My mantra is treating a customer how you would wish to be treated. CEMEX is a great company to work for and one which I hope to have a continued future with."

A copy of our Customer Feedback is available monthly and will be shared with you all by your Manager.

The Evolution Of Customer Service



Gilbert Morgan, RMX Technical Manager, recently posted a blog regarding Greener Renewables Construction, a renowned Tarmac customer who contacted Cluster 16 at last minute to place an order for 120m³ of Evolution Foundation, which we gladly supplied.

Having experienced our excellent customer service and quality Evolution Foundation, we have now delivered 19m³ of Evolution Flooring to their newest site and have firm future orders in the bank. The customer commented that using these products prevents the need for a machine loading bucket which is typically used for this application, and the ease of placing the product reduces labour cost hence extra saving to his budget.

Gilbert comments: "During my site visit the customer mentioned that he has provided a local builder with our contact details for the order of our Evolution products. On the same day the builder, Boys and Boden, contacted Tracey Yates in our Sales Office to place an order for Evolution Foundation and requested the data sheet for future order of Evolution Flooring."

It just goes to show the effect of excellent customer service and a product that exceeds the customer expectations."

Hole In One!



This great 'shot' was taken by Jacqueline McDonald on twitter of our newly laid asphalt for the Gleneagles hotel.

The material was supplied by our Gartshore Plant.



BEING THE BEST FOR SHAREHOLDERS

CEMEX's Global Executive Meeting Summary



Our Global CEO, Fernando Gonzalez, recently hosted the global executive meeting and has circulated a summary for all employees to read. The main topics discussed during the meeting ranged from Health & Safety, to our financial results for 2016, to the progress of our Digital Transformation and the fundamental importance of observing our Code of Ethics, especially by working with Integrity.

Fernando finished by saying that it was “very encouraging to discuss how our Global Networks are sharing and replicating best practices, working together as One CEMEX to produce tangible, quantifiable results. I urge you to aim even higher in 2017 because there is no limit to what we can achieve if we continue performing as One CEMEX.

There is no question that 2017 will be another challenging and exciting year for us. I want to thank you again for your hard work, your perseverance and your commitment.

I look forward to continue working together to achieve another great year for CEMEX.”

If you would like to read the full summary please go to the download section of the UK News website or see the end of this document. Feel free to share with colleagues around the business.

Sand Falcon Dry Dock Visit



Kevin Cage, Ops Manager and Chris Leese, UK Aggs Vice President, had the opportunity to visit the Sand Falcon undergoing repairs in dry dock at Teesport.

Kevin reports: “If you ever get the chance yourselves I would thoroughly recommend it; the marine and contracting Team are very welcoming and provide the knowledge to make the day very interesting, from the basic life aboard a dredging vessel to the large scale maintenance programs they need to undertake. Make sure you hear the story and see the scars left by ‘cutting and shutting’ a dredger i.e. how do you cut a vessel in half and insert a 20m section in the middle? If you thought you had maintenance issues on your Plants this takes it to a whole new level.”



Chris also commented: “There is always a lot to see and share from these dry dock visits which are akin to a Cement Plant shutdown in their intensity. As you know we saw a great deal of very good practice but also some challenges especially with the contract scaffolders where we had to “step in” demonstrating the value of VFL tours and our basic safety principles, Stop and Think, Follow the Safety Essentials, and Step In.”



New Weighbridge For Leamouth Wharf



It was time for a replacement weighbridge at Leamouth Wharf and New City Scales were selected as the company to supply and install the new one.

The job was pre planned and scheduled for a Saturday to minimise customer disruption. The old weighbridge was removed, the area cleared and cleaned, the new weighbridge was installed, calibrated and certificated ready for use in 7.5 hours. The removal and installation went without any unseen hitches and is a tribute to the whole Team for a good safe job.

Well done to Peter Lamb and the Team for a seamless transition.

BEING THE BEST FOR COMMUNITIES

Air Ambulance Lend-A-Hand



Two weeks ago a Team led by Andrew Burne took part in a Lend-A-Hand for the Great North Air Ambulance Service or GNAAS in Skirsgill Business Park, Penrith, Cumbria. Employees from Concrete Products and Logistics took part.

Andrew commented: "The GNAAS asked us to decorate a warehouse that they had recently taken on as a new venture to aid them in their effort to handle and sort donations in the local area. They are also looking to start using the building to develop an "Up-cycling" service and host public relations days. Without our help they said this venture may not have happened.

During the lunch break they gave us a guided tour of the nearby Air Ambulance base where we met the crew on shift, who had thankfully not been deployed that day!!

It was very interesting to hear how the Air Ambulance Service is funded and operates, and reassuring to know that the Air Ambulance is always crewed by a highly trained Paramedic and a senior Doctor as well as the pilot so that the very serious casualties they attend receive the very best care as quick as possible. This saves valuable time so they then arrive at hospital already having received life-saving treatment. The GNAAS is solely a charitable organisation with no funding coming from the NHS, so any help is greatly appreciated.

The crew likened the helicopter to "Triggers Broom" in that whilst it is toward 25 years old, every component except the main air frame is changed when it reaches a set age. When you then consider that the GNAAS have two helicopters always in service (one in the North West at Penrith and one in the North East), with a third helicopter in service or stand by, the cost of keeping them available is considerable. The current helicopter at Penrith is due an engine overhaul in the near future and the quoted price for a refurbished unit is over £200,000!!

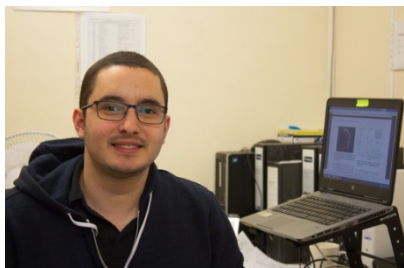


The day was hard work and the size of the task was daunting when we first arrived, but it was completed in full and we all left hoping that this was the closest we ever get to being in the Air Ambulance, but reassured it is there if required.....”

Well done to the Team for a great Lend-A-Hand. The photo shows Grant Mcmillan and Tony Green NOT painting themselves into a corner! There is also a link to the local newspaper that covered the event:

http://www.newsandstar.co.uk/news/Volunteers-step-up-to-help-Cumbrias-popular-air-base-fd901929-45cb-4691-94e0-6c800cf94179-ds#.WJzUkG1_Mv4.email

South Ferriby Works To Improve Energy Performance

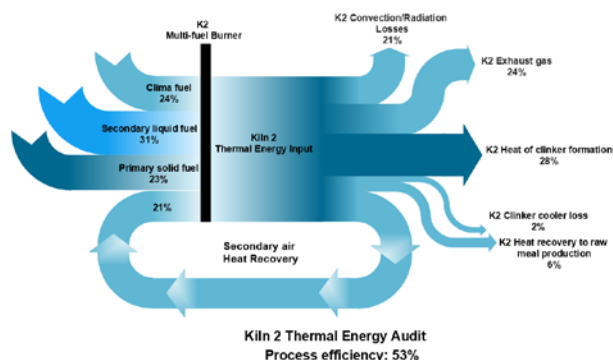


As you all know the cement kilns are huge energy users and since 2016 the South Ferriby Plant Team have been working with an EU funded project to improve energy efficiency. The project is known as EPOS – Enhanced Energy efficiency and resource conservation in Process industrial Operations through industrial Symbiosis!

The project is about looking at improving energy efficiencies in the steel, minerals and petro chemical sectors. So far several opportunities have been explored for the South Ferriby Cement Plant to receive waste streams from other companies in the project such as INEOS and OMYA located opposite the Plant on the north bank of the River Humber in Hull.

Another aspect of the project involved working with PHD student, Sebastian Alfraro, who was based at the Plant for three months to model energy usage of the sites operations. Sebastian used a tool called Sankey diagrams to map the energy useage and expenditure of the plant to identify opportunities to reduce or eliminate energy wastage. (See diagram example on right.)

The Plant Team look forward to examining the findings and identifying which recommendations they can take forward to make our plant more efficient and, therefore, cut costs and our impact on the environment.



BEING THE BEST FOR EMPLOYEES

Driver Apprentice Scheme 2017 Now Open!



The 2017 Apprentice Driver Scheme has opened and we are looking for 18 DGV apprentices in various locations to support our UK business.



- 12 Aggregate Tipper DGV Apprentices (2 x Dove Holes Quarry, 1 x Shap Quarry, 1 x Divet Hill Quarry, 1 x Selby Depot, 1 x Bradwell Quarry, 1 x Flixton Quarry, 1 x Angerstein Wharf, 1 x Datchet Quarry, 1 x Birmingham Depot, 1 x Lincoln Depot and 1 x Wickwar Quarry)
- and 6 x Cement Tanker DGV Apprentices: 3 within Cement Tanker DGV Apprentices (3 x Rugby Cement Plant, 2 x South Ferriby Cement Plant, 1 x Tilbury Cement Terminal)

Do you know anyone who might be interested? If so, please go to the [cemex.co.uk](http://www.cemex.co.uk/driving-apprenticeship-scheme.aspx) website:
<http://www.cemex.co.uk/driving-apprenticeship-scheme.aspx>

and apply via the apprentice scheme page. Applications are open for three weeks from this Monday (20th February) so make sure you send to anyone you think might want to start a career with CEMEX as soon as possible. Here's a summary of what applicants would need:

What CEMEX asks of you...

- to hold a category B car driving licence, clean of penalty points
- to have a good level of Maths & English, preferably GCSE level A-C
- be proficient in information technology
- and understand the importance of work placed Health & Safety and Customer Service

...and what you can expect in return

To keep our side of the bargain we make sure our Apprentices receive:-

- comprehensive training throughout the programme
- a benefits package that's second to none; a starting salary of £14,000 per year, 23 days holiday and pension scheme
- a real commitment of full time LGV Driving job within our Logistics Team at the end of the programme

Academic achievement isn't all we're looking for – your maturity, dedication and attitude are also important. It's certainly a challenge but if you're ready to learn and can prove to us that you can work as effectively within a Team as you can on your own, you're probably well on the way to an exciting opportunity with us.

To apply please send your CV to: cemexapprenticeships@system-training.com

Please see the posters at the end of this UK News or in the download section of the website for more information.

Welcome To Helen Hart



A warm welcome to Helen Hart who joined the CEMEX Submissions Team in January 2017, having worked in similar roles at both Galliford Try and Tarmac.

Reporting to Jenna Swain, Submissions Manager, Helen is an integral part of the CEMEX UK Submissions Team and will be working alongside Jenna, Neale McMaster and Aman Kundi on some key contracts for the UK business including the Highways England Bound Material Framework and High Speed 2.

Helen's role is to support each submission in the development of the bid strategy, the planning, delegating, monitoring and control of the entire process, and the motivation of those involved. A large



part of this includes gaining an understanding of what the project is about and documenting this in attractive client specific documentation.

The aim of the Submissions Team is to achieve bid and project objectives within the expected performance targets including time, cost, quality, scope, benefits and risk.

Heavenly Shot Of The Sand Heron



Photographer, Andrew Sassoli-Walker, captured this slightly ethereal shot of the Sand Heron in the Western Solent as it was caught in a patch of sunlight under heavy February skies.



Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
038-02-2017	Mortar and Screed Manager	Readymix Northern	Hub Office within the Region	28/02/2017
039-02-2017	Transport Administrator	Cement	Rugby Cement Plant	28/02/2017
040-02-2017	Transport Planner	Readymix Northern	Stockton Office	06/03/2017
041-02-2017	Night Shift Operative	Aggregates Southern	Leamouth Wharf, Southampton, SO14 5RF	03/03/2017
042-02-2017	Cement Tanker Driver Apprentice x 3	Cement	Rugby Cement	06/03/2017
043-02-2017	Cement Tanker Driver Apprentice x 2	Cement	Ferriby Cement	06/03/2017
044-02-2017	Cement Tanker Driver Apprentice	Cement	Tilbury	06/03/2017
045-02-2017	Aggregate Tipper Driver Apprentice x 2	Aggregates	Dove Holes	06/03/2017
046-02-2017	Aggregate Tipper Driver Apprentice	Aggregates	Shap	06/03/2017
047-02-2017	Aggregate Tipper Driver Apprentice	Aggregates	Divet Hill	06/03/2017
048-02-2017	Aggregate Tipper Driver Apprentice	Aggregates	Selby	06/03/2017
049-02-2017	Aggregate Tipper Driver Apprentice	Aggregates	Bradwell	06/03/2017
050-02-2017	Aggregate Tipper Driver Apprentice	Aggregates	Flixton	06/03/2017
051-02-2017	Aggregate Tipper Driver Apprentice	Aggregates	Angertein	06/03/2017
052-02-2017	Aggregate Tipper Driver Apprentice	Aggregates	Datchet	06/03/2017
053-02-2017	Aggregate Tipper Driver Apprentice	Aggregates	Birmingham	06/03/2017
054-02-2017	Aggregate Tipper Driver Apprentice	Aggregates	Lincoln Coating Plant	06/03/2017
055-02-2017	Aggregate Tipper Driver Apprentice	Aggregates	Wickwar	06/03/2017
056-02-2017	Sales Representative	Aggregates Scotland	Uddington, Scotland	03/03/2017



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.



SUMMARY OF THE GLOBAL EXECUTIVE MEETING FROM FERNANDO GONZALEZ, CEO OF CEMEX.

Dear colleagues,

I would like to highlight some of the main topics we discussed during our recent Global Executive Meeting — from Health and Safety, to our financial results for 2016, to the progress of our Digital Transformation and the fundamental importance of observing our Code of Ethics, especially by working with Integrity.

As we all know, the Health and Safety of everyone who is part of CEMEX is our top priority. We have continued to make progress, and according to the latest information available from the Cement Sustainability Initiative, we are the industry's leader in this critical area. However, we need to do better, because in 2016 we did not achieve our employee LTI rate target for the year. I urge you all to stay focused on making injuries and fatalities a thing of the past. It is our moral duty to make sure everyone gets home safe every day, and we owe it to our families and to our fellow colleagues that we stay committed to achieving our goal of Zero4Life.

We delivered strong results in 2016, in a challenging global macroeconomic environment, our EBITDA and EBITDA margin were the highest since 2008 and 2007, respectively. Our free cash flow was the highest since 2006, we reached the lowest level of working capital days on record, and our net income increased ten-fold in comparison to the previous year. In terms of leverage, we lowered our net debt by US \$2 billion, while reducing our leverage ratio to 4.2x. CEMEX's remarkable results and financial strategy resulted in Standard and Poor's raising CEMEX's credit rating to BB-, bringing us closer to regaining our investment grade credit rating. Now, it is essential that we maintain our disciplined approach to cost management, increasing our cash flow, and implementing a proactive financial strategy to further increase our flexibility, and make the best of each and every business opportunity.

We also discussed CEMEX's Digital Transformation and CEMEX Ventures. In the past few years, we have seen how a growing number of businesses are upended by newcomers with an innovative technological approach, and our own industry is in no way any different. I am convinced that we can be at the forefront of this change, and both CEMEX's Digital Transformation and CEMEX Ventures will be instrumental in helping us become a leading company with a Superior Customer Experience. We are embarking on an exciting digital journey to redefine the way we do business, and I am counting on you and your teams' active involvement in these projects to ensure their success.

Even as we look ahead into the future, we must also remember to stay true to our core values, because they are the bedrock upon which we can continue to build lasting value. In discussing our Code of Ethics and CEMEX's Values, I underscored the great importance that this issue has for the Executive Committee and for me personally, because acting with integrity is key to our long-term success as a global organization. We all have the responsibility of making sure that everyone at the company behaves with the utmost integrity, and any possible misconduct should be immediately reported on our ETHOS Line. As I mentioned during our meeting, any suspected violations to our Code of Ethics will be properly acted upon, regardless of position or seniority, because we have to deliver every single day on our reputation as a global company firmly committed to the highest ethical standards.



Lastly, it was very encouraging to discuss how our Global Networks are sharing and replicating best practices, working together as One CEMEX to produce tangible, quantifiable results. I urge you to aim even higher in 2017, because there is no limit to what we can achieve if we continue performing as One CEMEX.

There is no question that 2017 will be another challenging and exciting year for us. I want to thank you again for your hard work, your perseverance and your commitment.

I look forward to continue working together to achieve another great year for CEMEX.

Best Regards,

Fernando A. González





DRIVING GOODS APPRENTICESHIP SCHEME

Aggregate Tipper Drivers



At CEMEX you really can build your future!

Our Driving Good's Apprentice Training Programme is open for its third year running.

**We are looking for committed; hard working; enthusiastic individuals
who set out to achieve what others only aspire to!**

If you're are and looking for the right start to a great future, CEMEX UK is the right place for you. CEMEX is the UK's No1 construction materials supplier and one of the country's leading manufacturers of building products. Right now we have some of the most exciting opportunities around for young people who want practical experience while training for an LGV Driving career.

Our 12 month Apprenticeship Programme is designed to give you all the skills you'll need to succeed. From day one you will learn what CEMEX and Logistics is all about; you will gain hands-on experience of driving an LGV vehicle; develop skills and extend your knowledge of customer service and health & safety, as well as gain a nationally recognised Level 2 (QCF) qualification in Driving Goods Vehicles and a category C licence to drive a rigid vehicle. This all makes time spent with CEMEX, time well spent.

What you'll need to succeed...

- to hold a category B car driving licence, clean of penalty points
- to have a good level of Math's & English, preferably GCSE level A-C
- be proficient in information technology
- and understand the importance of work placed Health & Safety and Customer Service

...and what CEMEX offer's you

To keep our side of the bargain, we make sure our Apprentices receive:-

- 12 months comprehensive training
- a benefits package that's second to none; a starting salary of £14,000 per year, 23 days holiday and pension schemes
- a real commitment of full time LGV Driving job within our Logistics team at the end of the programme
- the opportunity to build your future!

Academic achievement isn't all were looking for – your maturity, dedication and attitude are also important. It's certainly a challenge, but if you're ready to learn and can prove to us that you can work as effectively within a team as you can on your own, you're probably well on the way to an exciting opportunity with us.

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