

CEMEXPRESS



JESUS SAYS THANK YOU FOR YOUR SUPPORT TO ACHIEVE OUR CVA+ GOAL

It was a cold, sunny, January morning near Uddingston as the CEMEX Scotland team settled in to hear Jesus say a huge "Thank You" to everyone for their hard work and commitment during our crucial year 2016 with its CVA+ target. As usual, Jesus prepared five chapters – one per stakeholder in our vision – reflecting on 2016 performance and setting the priorities for 2017. But this time it was a bit different too.

We're always trying to improve everything we do based on customer feedback – and Jesus's Roadshow tour is no exception. Thanks to the comments from employees attending last year we changed the format to enable instant audience

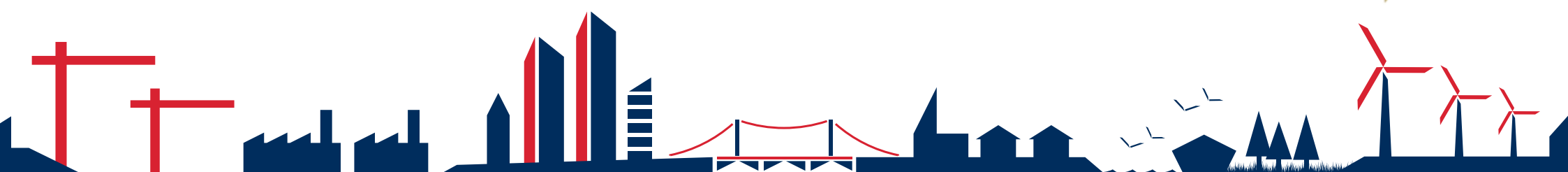
participation this time. And it went down well with Jesus asking questions of the audience who then held up a green "thumbs up" or red "thumbs down" sign according to their view. H&S was a majority thumbs down answer as everyone already knew about the 11 LTI's and two pedestrian fatalities in 2016. The focus for 2017 is to go back to basics – remember the safety essentials, STEP IN, put safety into action and look for more ways to improve health and wellbeing.

The interactive theme continued with a review of how we are doing with our Customers, highlighting both successes and issues. We won some great awards and reduced customer complaints, but

we also had systems issues, late deliveries and increased product liability complaints. In the BEST for Employees section there was good feedback on action plans, commitment to improved engagement and better communication. It was understood that we still must strive to improve work-life balance and that systems outages are demotivating. Jesus also shared the hot-off-the-press Pulse Check results (for more information see page 4).

There was a very positive feeling to the review of our interaction with Communities, with many comments about team Lendahand days – up 20% to 5,000 hours in 2016 - and big improvements in recycling and energy efficiency.

Jesus concluded with the brilliant news that we did indeed hit our CVA+ target for 2016, and we saw a short video reminding of both successes and issues of 2016. He stressed that in 2017 it's important not to let our results slip backwards, but also re-stated our primary focus of Zero Harm. No penny or pound of profit will ever be sacrificed at the expense of our health and safety.



SAFETY IS OUR TOP PRIORITY



Remember that nothing in our business is more important than keeping each other safe. You are never too busy for safety. Focus on the basics to make sure that we never let anyone get hurt at work:

- Step In – if you see anything unsafe or anyone behaving unsafely
- Stop and Think – follow the safety essentials at all times
- Get a Grip – most of our injuries happen because of slips, trips and falls

TATTERSHALL’S FRUITY CRUMPET



Not a new Carry On film, but a healthy way to start the day!! To start 2017 as they finished 2016 the team at Tattershall quarry is continuing with their Saturday morning healthy breakfasts cooked by Assistant Quarry Manager, Roger Chaplin. It only takes 10 minutes to get ready, is a great alternative to a bacon butty or sugar-filled cereals, is low calorie, some

of your 5-a-day and is cheap – part of Tattershall quarry’s healthy eating drive, “Looking after yourself and each other – inside and out!”

- Fruity Crumpets (Serves 1)**
1. Dry fry (put in frying pan with no oil or fat) some fruit (strawberries, blueberries, bananas, apple or pear chunks)
 2. Heat until starting to go soft in the pan
 3. Put two crumpets in the toaster. When toasted (no butter) put on a plate
 4. Spoon the fruit over both crumpets
 5. Put a tablespoonful of “no fat Greek yogurt” on top of each fruit-covered crumpet and drizzle with a teaspoon of honey.

KEEPING H&S CLOSE AT ALL TIMES

As part of Cluster 3’s “Back to Basics” H&S drive, they distributed these wristbands and asked their teams as a personal pledge to wear them for one month.

Jeffrey Fielding, Cluster Manager, commented, “This acted as a constant reminder of H&S as our No.1 priority and helped initiate conversations with colleagues, contractors, clients and friends and family. The message is simple: ‘Safety is my No.1 priority at work’ and I ‘Step in’ on unsafe behaviour.”



HAULAGE DRIVER H&S AWARDS

In 2016 CEMEX Logistics launched its first ever Haulier H&S Awards to reward and recognise the achievements and best practice of our contract hauliers.

The awards are a quarterly competition where hauliers must explain what they have done and why they are deserving of the award. They must also nominate one of their drivers who they believe is deserving of the quarterly ‘Red Letter Day’ prize.

The four 2016 winners were:

TJ Transport (pic bottom left) won the Q1 award in recognition of their cycle safety campaign.

Hazelcroft Garage (bottom right) won Q2 after revamping the format of their driver H&S Meetings due to poor participation and engagement.

A&R Burnett (top right) won Q3 for developing and publishing their Driver Newsletter including safety alerts, local road closures, investment in safety and driver training.

HD Ricketts won Q4’s award in recognition of their community ‘Ride and Drive’ event.

The H&S Awards will be continuing in

2017 as we focus on engaging our contract hauliers, recognising good safety performance and driving forward road safety.



DON’T USE YOUR MOBILE WHILE DRIVING

You may well have heard about the lorry driver who was jailed for 10 years recently for using his mobile phone while 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 concertinaed under

a stationary lorry to one third of its original size.

Even more chilling is 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 while driving any vehicle. Your car or lorry is a potential lethal weapon!

As a reminder, here is CEMEX UK’s mobile phone policy:

- 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 while 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 safely.
- Texting, emailing, scrolling through music or any other hands-on use of mobile devices is illegal.



BEST... FOR FAMILIES

LTI FREE

20 years – Wangford Quarry. Amazing. That’s 7,305 days! The dream team is pictured (L to R) David Harmer, Kenny Bond, Jimmy Snowling, Ken Chapman and Tom Chapman.



14 years – East Leake Quarry in the Midlands.

13 years – Southam Quarry Team. UK Vice President, Phil Baynes-Clarke, thanked the team for their ongoing focus on Health & Safety, and reminded everyone that safety has no memory.



East Leake Quarry

11 years – South West and South Wales Aggregates Logistics teams for both contractors and own fleet.



Southam Quarry

8 years – Team Tilbury recently celebrated an amazing 8 years LTI free.

5 years – CEMEX Paving Solutions with their Southern Area also passing 5 years TRI free.



Tilbury

4 years – UK Aggregates.

3 years – Cement Logistics (Bulk & Packed). However, the recent TRI in their operations is a reminder of the need to always put Health & Safety first.

DOVE HOLES IN A SPIN

For the next part of their health initiative, CEMEX Dove Holes staff took part in their first weekly Spin class.

The fully booked class catered for all fitness levels and involved staff from all sections of our quarry.

Dave Heathcote, our GB triathlete, commented, “Feedback from all employees has been great and we’re all looking forward to the next one. It’s a good start to a healthy 2017!”



300,000 STEPS PER PERSON



In September the Logistics team embarked upon a Health challenge to achieve 300,000 steps per person over a month which has been achieved collectively and they have all donated £20 per person (£220) with matched funding from CEMEX. The team would

like the money to be donated to Wear it Pink and MacMillan charities.

Pictured L to R are Dave Hart, Julie Welch, Jane Walsh, Dave Rogers, Chris Shaw, Carl Milton, Dave Dulson and Paula Sedgwick. Not pictured are Rob Wilkinson, Paul Clarke and Scott Jones.

MORIARTY STRIKES GOLD!

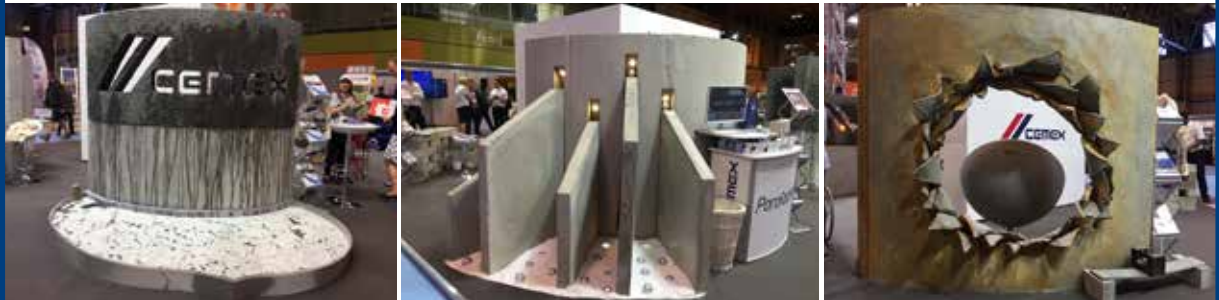
Moriarty Haulage has received the Gold FORS Award – an amazing achievement and a first for our IHCs.

The team is totally committed to making their fleet the safest possible by installing recording cameras allowing analysis of a complaint or traffic incident. Telematics have been introduced identifying exemplary drivers, monitoring fuel use and allowing legal compliance in line with tachograph laws.



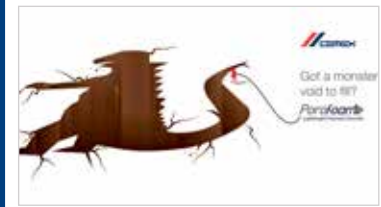
THE MANY FACES OF CONCRETE

Water-tight, water-permeable, sprayed-on, lightweight and coloured concrete bricks are just some of the great new concrete products we have recently launched for our customers. Many of them were shown to the industry at exhibitions and shows, all masterminded by Head of Marketing and Bid, James Fairclough, and his team. Our new offerings were showcased together at UK Construction Week.



POROFOAM

Porof foam is our new lightweight, foamed concrete range designed specifically for voidfill, stabilisation and other lightweight applications. This was launched at the Civils Expo in Birmingham.



PERMAFLOW

Permaflow our permeable concrete that provides the optimal solution for surface and storm water management.



READY AQUAWALL

Ready Aquawall our rapid assembly flood wall and retaining system.



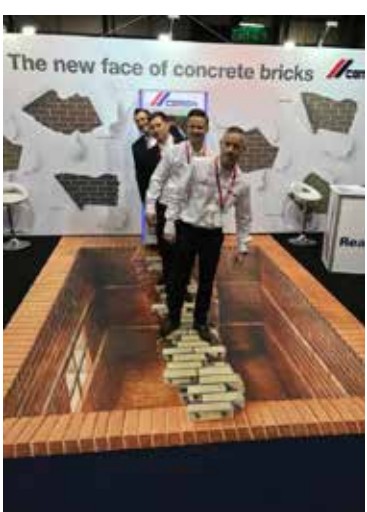
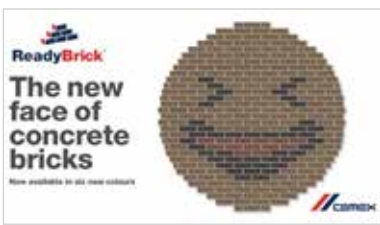
SPRAYED CONCRETE



Sprayed concrete is used for lining tunnels amongst other things and is sometimes referred to as Shotcrete. CEMEX has a unique design process for spray-applied concrete using a silo solution that minimises rebound and is compliant to the industry specifications. This was also shown at the British Tunnelling Society Annual Conference by our dry silo mortar business team.

READYBRICK

Readybrick is our new product range, brought to market to fill the shortage of traditional clay bricks. The six new-colour range is hot off the press from our West Calder factory in Scotland and was launched at Scotland Build 2016 show.



CROSSRAIL 2 STATION NEAR COMPLETION

With the first station at Liverpool Street London in the major infrastructure project, Crossrail 2, almost complete, it was time for Kevin D'Souza, Technical Manager, and Nigel Bateman, Operation Manager, to look at the tunnel and station.

We provided the concrete for the tunnel, track and platform of the station which is 290metres long. It was certainly a challenging contract, both logistically and technically, with the site situated right in the heart of the City and

involving the concrete being pumped vertically to the height of a 10-storey building with no gaps in supply.

CEMEX has been supplying materials to Crossrail since the start of the project with three plants involved – Stepney, Angerstein and Canning Town – with 30 trucks being based at these plants plus additional day trucks when needed.

Crossrail 2 will be a new south to north railway connecting National Rail networks in Surrey and Hertfordshire with new tunnels and stations

between Wimbledon, Tottenham Hale and New Southgate. (www.crossrail2.co.uk).

Crossrail 1 includes 42km of tunnels from Reading and Heathrow in the west to Shenfield and Abbey Wood in the east. It's now 75% complete and involves 10 new stations and upgrade of 30 more at a cost of £14.8bn, Europe's largest infrastructure project.

The new railway is to be known as Elizabeth Line with services planned to begin in 2018.



LEE TUNNEL AWARD

The CEMEX and MVB team was delighted to receive the Concrete Society Award for the Lee Tunnel project recently.

The main award criteria focused on the technical complexities of the concrete specified, designed and supplied, the innovative construction methods employed and the benefits to the community.

Some of the contract headlines follow:

- Two dedicated on-site plants with back-up supplies from Stepney and Canning Town
- Over 220,000m³ supplied in total

- Deepest D walls ever constructed in the UK
- Steel fibre reinforced slipform pours of over 10,000m³
- Secondary lining concretes with 6-hour consistence retention, trafficked over 7km through the tunnel
- 37,000 truck movements
- Base pours of over 3,000m³ using 55% pfa to reduce heat of hydration
- 500 tonnes of steel fibre reinforced concrete supplied
- Self-compacting concretes for annulus



DIGITAL MODEL COMING SOON

Watch out in 2017 for more information on digital modeling coming to CEMEX. If you saw Fernando Gonzalez's message on Shift you will know that it is important for the development of our company. It will enable customers to do business with us more easily and efficiently. Representatives from the UK Business including, Stuart Keighley, Terri Charles and Sue Hawkins are involved in the global networks which are helping develop our digital solutions.

CUSTOMER DELIGHT

Not a new take on the 1970's Instant Whip desert but rather a story that a customer, Abbey Surfacing, were so delighted with our Asphalt Planning team at Rugby and Wickwar Weighbridge that they sent us this email:



"The set up at Rugby seems so much more efficient and customer friendly. The team there are courteous, switched-on and a pleasure to deal with. This week I've spoken with Olly, Gary, Dani and Craig, all of whom have been helpful in trying to accommodate multiple materials and times. I requested a call back as I was unable to reach the office and received a call from Olly within minutes. This afternoon I rang to confirm/review 6 orders with Craig, the shipper, and again he was only too happy to help and make sure Friday's and Monday's orders were all correct.

Please feel free to pass these comments on if/where they may be appreciated and long may it continue!"

CUSTOMER JOURNEY EXPERIENCE ROLLS OUT

40 of the UK Senior Managers have been involved in the Customer Journey Experience pilot visiting customer sites (internal and external) to talk to customers about their experience of doing business with CEMEX.

Jesus, Lex and Chris Leese have led the way with visits to the Readymix shipping offices at Fulham, Preston Brook and the Cement Planning Team at Rugby.

Stuart Keighley, Commercial and Customer Service Director, explained, "All 40 of the Managers have carried out visits in what will soon be a widespread initiative to make us all more customer centric as part of the Global Customer Centricity Foundations Programme."

After a successful pilot, the Senior UK VPs and Directors are now being

asked to make CJE visits around our UK businesses.

The aim is to listen and learn from employees and customers about what is good and what is bad about our customer service. The VPs and Directors will then feed back and pool their findings. The idea is that we make improvements and share best practice to make our customer service experience the best it can be. This is all part of the global programme of Customer Centricity to do the same across the whole of CEMEX.



PULSE CHECK UPDATE

Thank you to everyone who took time to share their thoughts and opinions by completing our Pulse Check survey at the end of 2016.

The survey was designed to check if our engagement action plans have been effective since the last survey. Your feedback is important to CEMEX as we

know that engaged employees are at the core of a high performing business. So by responding to the survey you are supporting our goal of building a better workplace for all in CEMEX.

The preliminary results have just been released and they show that 85% of those who responded really do value

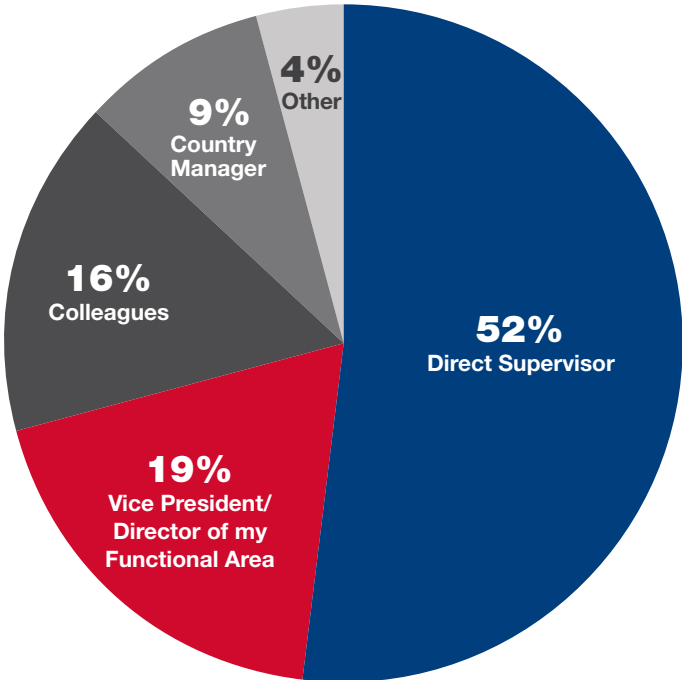
the effort that CEMEX is making to improve our employee engagement. This is a positive high score and it's great to see the belief in our commitment to this important measure, "an engaged workforce is a high-performing workforce".

Furthermore 70% of respondents believe the initiatives in place are adequate and will help improve engagement. This is also encouraging as for many we are focusing on the right improvements, but we recognise we have some way to go to ensure all people are aware of the initiatives and that they are the right ones.

We know that there is still more to do but its is very encouraging to see that almost two-thirds-64% of our team feel more engaged than last year, so we are heading in the right direction with our action plans. Whilst that is very encouraging the other 36% do not feel more engaged so clearly there is more work to do here.

Another key insight from the pulse check results is that many of us believe that our direct supervisor is a key influencer on our engagement. For more than half our employees, the person who has the most influence to improve our engagement is OUR BOSS. Everyone has a boss in our business, so it is vital that those people with others reporting to them take the time to understand; listen and be available to their team members. It's a two-way street, we can all look to work more closely

Who do you think has more influence to improve your engagement within CEMEX



UK Pulse Check Results	
Favourable	Unfavourable
The results of our CEMEX 2015 Survey have been communicated to me	
85%	15%
I have been given the opportunity to discuss my questions and improvement ideas related to the CEMEX 2015 Survey	
74%	27%
I know about the initiatives that have been established as a result of our CEMEX 2015 Survey	
75%	25%
I believe the initiatives proposed are adequate and will help improve my engagement with the company	
70%	30%
I value the effort that CEMEX UK is making to improve employee engagement	
85%	15%
The top management of the country (President, Vice-President and Directors) are involved in taking measures that will improve employee engagement	
83%	17%
Has the person you selected with the most influence in improving your engagement been successful at this?	
77%	23%
I am aware of the improvements made by CEMEX UK to provide me with the information and communications I need to do my job effectively	
79%	21%
My department is working to reduce the amount of unproductive tasks carried out in order to help with work life balance	
61%	39%
I believe the initiatives CEMEX UK have put in place in response to the CEMEX 2015 Survey will help us to deal better with customer problems	
71%	29%
Overall I feel more engaged with CEMEX UK than I did last year	
64%	36%

and effectively with our bosses also. Everyone should be having a one-to-one session every year with their direct supervisor, to ensure all points are out in the open.

The full results by business should be available shortly and you local management teams will be sharing these with you so together we can understand how we can continue to build a better workplace for us all at CEMEX.

A DAY IN THE LIFE OF PAUL KANIA, PLANT MANAGER, DOVE HOLES CONCRETE PRODUCTS



What is your background?

I started with CEMEX back in 2000 at the tender age of 18 and have enjoyed every minute of my time with the company (and I'm still enjoying it!).

My job initially was with RMC as a Technician within Building Products at Buxton but after five years I took the plunge into Operations and secured the Operations Supervisor role after another five years. I was then promoted to the position of Works Manager of

Concrete Products Buxton, managing the Block and Slab operations.

I am 34 years old and live with my partner of three years, Graeme, in our new house which we have just finished renovating – exciting but stressful to say the least. For relaxation, however, we have a cat (Kofi) and a couple of rabbits (Harvey and Sophie) which help keep me sane. I also enjoy snowboarding and I'm looking forward to a snowboarding holiday in the Alps

this year. It may also sound slightly incongruous to Concrete Products but I'm also a keen cook and cake decorator, getting roped into making family and friends' occasion cakes!

Give us an idea of your daily tasks

Daily tasks are many and varied with the emphasis being on targeted production and Health and Safety as major factors. A brief summary might be:

- Ensuring production is on forecast to the plan
- All Health and Safety on site from managing contractors to site safety
- Environmental monitoring
- Training and monitoring site employees
- Monitoring spends, site costs, volumes, and sales to keep within budget to achieve a good OCF at month end and contribute towards becoming CVA positive
- Some days can be travelling to other sites to do VFL's, meetings and walk-rounds to identify best practices and offer advice regarding improvements we could make at Buxton
- On-site HR issues

Although pre-planned, my day can be

what comes up which can change on a daily basis.

And what about your team at Dove Holes?

Our site consists of two plants – Block and Slab – and I am responsible for the management of 16 team members including administrators.

Block plant comprises two shifts running a 19.5-hour day, on each of which we have a foreman and three operators with an engineer allocated to each shift.

At the Block plant we launched the Ready Brick a couple of years ago and my claim to fame is that I appeared on the advertisements for the new product. It's great to say that these are going very well and the new addition has extended our range of building solutions to customers in the UK.

I also manage the engineering coordinator who looks after the maintenance and most contractors on site.

At the Slab plant we have a foreman and two operators but this is about to change radically as we have recently won a large contract with a customer here which will mean the Slab plant will require two shifts so I am in the process of recruiting three new employees – exciting times at the Slab plant!.

Where does Buxton fit into CEMEX UK?

Buxton fits into CEMEX UK in the Building Products Division as one of six sites in Concrete Products. We manufacture just under 1 million m² Blocks, around 70K m² of Bricks and around 150K m² of Slabs. To put it into context we can produce around nine million blocks in a year which would build around 9000 houses! Being based on a CEMEX limestone quarry we can use their dust and 5mm to produce our products, keeping it 'in house'. We also use Cement from South Ferriby and Admixture from CEMEX Admixtures so the majority of our raw materials are purchased from within CEMEX UK to produce a range of about 30 different products at the Block plant and a range of 14 decorative slabs.

CEMEX Concrete Products is a preferred supplier to national builders merchants such as Jewsons, Travis Perkins and Buildbase and we strongly support local independents such as Markovitz, Fairfield Builders Supplies and now Kelkay.

Major projects which CEMEX Concrete Products has been involved with are Wembley Stadium, the Olympic Stadium, the Shard in London, the new Nestlé factory at Burton Upon Trent... to name but a few.

2017 ROADSHOWS





Thank You

for CVA+16

"Thank you for your hard work, effort and commitment in 2016. I look forward to a safe and successful 2017"

Jesus



H&S is still top of the list...not one penny of profit is worth any injury

The future looks good and positive for the company



It feels great to be part of such a fantastic team. Together we can do it!

This was brilliant!

The messages were really positive and compelling

We are all one family – one CEMEX



Jesus asked all of last year's baton holders to bring them back, to symbolise that we have passed the baton round in 2016 and achieved our 2016 CVA+ race. Now for the next one....



If you missed the roadshow and would like to see a shortened version, Jesus has recorded a quick summary for you to see. The links are below. Please feel free to share with your colleagues and teams. Be patient while it downloads – it may take a minute or two!

Mobile Phone Version: <https://1drv.ms/v/!A12hYrMQQSwga0mMxT938AibbGRxQ>

Desktop Version: <https://1drv.ms/v/!A12hYrMQQSwga0r9RkqYFi0BG10dw>



SMALL BUT MIGHTY ...OUR RAIL TEAM

During October we sent the two-millionth tonne by rail in the UK this year. Once again this came earlier than ever and continued the previous three years of growth. All of the volume has been moved safely, efficiently, cost effectively and in a way that minimises the effect on the environment.

There have, however, been challenges with a new ‘Pop-up’ depot in Warrington to serve the West of Manchester area followed by a major derailment outside Dove Holes in May which damaged track and affected services with no trains for five days.

Train services now run from Dove Holes to most parts of the UK. Wenvoe Material runs into London and to our

Readymix site at Crawley via Cardiff, Cumbrian PSV Hardstone is sent to Washwood Heath for Asphalt and we are now moving slow-moving 6mm stock from Gilfach to Stourton and into the North East.

Limestone moved by rail has been used 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 East Anglia.

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



We recently saw yet another record week for the highest number of safely-transported movements of aggregates by rail on 42 services.

In addition to that, 10 services of waste ran from London to Barrington so for the first time ever we ran in excess of 50 services across the UK. All of these are making major contributions to the UK’s Operating Cash Flow – an incredible effort by everyone concerned (Dove Holes, Shap, Cardiff /Wenvoe, Supply Chain, Commercial and DB Cargo).

A THRIVING HUB OF AGGRE’GREAT’NESS



Jamie Keeble and the Dagenham Wharf team have just taken delivery of a shiny new Fuchs crane. This is a further £1.5m investment in the wharf in Dagenham. The crane is a very large excavator that digs material out of ships on the river and puts it on a conveyor. The conveyor then takes the material to the land side where it is stocked and sold out by trucks to the London market.

The crane means that we can provide an extra sales line at the wharf from other quarries, such as our Raynes quarry in North Wales. It is all part of our strategy to grow the aggregates business.

The initial tonnage will be 250K a week, which equates to one or two shiploads. While the actual unloading will be done by contractors, Wharf Manager, Jamie Keeble, and Assistant Manager, Steve Batty, will be responsible for the overall operations and maintenance.

This is a great investment in our relatively new Dagenham Wharf which for many years was a derelict site and is now a thriving hub of aggre’great’ness!

SMALL END CUSTOMER TEAM KICKS OFF

Terri Charles (right) and the team held their first small end customer (SEC) UK Project Team Meeting recently. This is a very important customer segment for our business globally as well as the UK market and they are crucial 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.

Pictured with Terri are Duncan Hartshorne, John Parker, James Taylor and Steve Couchman.



CROMWELL QUARRY TO OPEN NEW MARKETS



In an important new development, Cromwell Quarry in Lincolnshire has started supplying high-quality sand and gravel to the local market and the area around north Nottinghamshire.

The new 26.5 hectare site will provide approximately 200,000 tonnes per annum and has reserves of an estimated 2.4 million tonnes. Located close to the A1, giving easy access to market and with no neighbouring towns or villages between the quarry and this major highway, it means that trucks are not disturbing local communities.

The plant supplied and operated by Duo includes a Terex aggregates and wash plant, triple-deck rising screen, plus sizing and de-watering screens to process 0/4 sharp sand, 10mm, 20mm and 40mm gravel.

As the minerals are extracted, the site is gradually being restored to wetlands.

RESERVING THE FUTURE



Maintaining the supply of new aggregate reserves is the lifeblood of our business. Every day we are eating into our assets which must be replaced for continuity, the responsibility of Steve Redwood’s National Reserves team.

Over the last year they secured over 12Mt of new mineral at sand and gravel quarries where we have less than five years remaining, and have had a bumper year of success in landfill, securing over 8Mt of new void space.

They work on three key areas:

1. Aggregates Replenishment
2. Aggregates and Asphalt growth
3. Landfill growth

“Replenishment is the top priority, keeping our existing quarries going as long as possible,” comments Steve. “The difficulties in securing new permissions and permits are well documented but simply put, it is hard work! Not to grow is to decline so we have started a massive programme of site investigation, which has identified some excellent opportunities to expand our quarry footprint.

A great result in 2016, but that is now behind us so I am looking forward to a challenging and equally successful 2017!”

SAND HERON PASS THE BATON



The crew of the Sand Heron was passed the CVA+ baton back after the vessel’s successful refit was completed in September and Master Georgina Carlo-Paat led the team back on board ready for their first voyage.

NEW KIT FOR HAMER WARREN

The Hamer Warren Quarry team is delighted with the new processing plant which has been delivered and assembled.

Christian Murphy, Assistant Quarry Manager at Hamer Warren, enthused, “The morale and ideas have increased on site with the new opportunity of increased production and big savings on maintenance with the new equipment. Pictured is a very happy Martin Bryant with our new primary washing screen.





lendahand



Rugby office operation Christmas Child



National Reserves teams roll out Slough cycle safety event



Dove Holes at Buxton Rugby Club



Dove Holes at Bright Choice Allotments



Supply Chain at the Dogs Trust in Kenilworth



Aggregates East create a sensory garden for local primary school



Readymix Leicestershire help out for local LOROS Hospice and ABF, the Soldiers' Charity



National Reserves Lend-a-Hand to the RSPB in October



Freemans Quarry and Avonmouth Wharf complete a sensory garden at Holly Hedge Animal Sanctuary



Taffs Well build an eco pond for Gwaelod y Garth Primary School



Midlands Aggs give a helping hand at NNWEC riding school



Cluster 14 wrap Christmas presents for Open Youth Trust, Norwich



Aggs Commercial Management dig in at Corbets Tey School, Upminster



Cluster 12 plants 4,000 reeds at RSPB Frampton Marsh



Planning team lends a paw at Kenilworth Dogs Trust



RMX chop down pine trees for RSPB Sandy, Bedfordshire



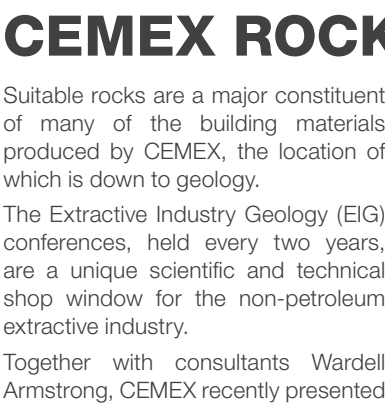
Aggs team tidy borders for Nuneaton Equestrian Centre for disabled

DATCHET RAISES £300+



Richard Scutt decided to hold a coffee morning for Macmillan nurses at the weighbridge in Datchet Quarry. Given the nature and length of time his customers visit, Richard decided to run his fundraising effort for the month of October, raising over £300.

CEMEX ROCKS!



Suitable rocks are a major constituent of many of the building materials produced by CEMEX, the location of which 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.

Together with consultants Wardell Armstrong, CEMEX recently presented

results of their 10-year programme of monitoring of springs in Monk's Dale Nature Reserve, located 2km to the south of Dove Holes Quarry.

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.



CEMENTING RELATIONS IN SOUTHAM



Southam has long been involved in quarrying and the local heritage organisation, The Friends of the Cardall Collection, recently held a fascinating exhibition for locals on the history of the Quarry. The 2nd Southam Cub Scout unit visited the exhibition to find out if they had any relatives who had worked at the Quarry.

CEMEX and the Rugby Benevolent Fund have supported the organisation with grants to help pay for the premises' costs. They also have one of the old Southam Quarry locos "Jurassic" and they are in the process of restoring it with Lincolnshire Coast Light Railway.

A BIG PINK THANK YOU



Thank you to everyone who helped to raise an epic £4,406.50 in aid of Breast Cancer Now charity.

The Rugby Office Pink Ladies surpassed themselves with a fantastic array of activities. Dame Edna visited Rugby and even Carl Platt was seen in pink!

Everyone contributed towards a fantastic day which was enjoyed by all. The cake sales at Rugby, Stockton and Preston Brook were huge successes.

Thank you to Lynsey Smith in Rugby, Jacky Horabin, who took charge of running the event in the North West and to Fleur Wilson who organised events in Stockton.

Many thanks also to Jesus Gonzalez for his support and for his unique raffle-ticket sales tactics.

WATCH OUT BROWNLEES



Huge congratulations to David Heathcote for completing the world duathlon and triathlon finals in Mexico. He had a fantastic time in recording the fastest bike time and being the 3rd British finisher, coming 27th overall in the triathlon.

THANKS FOR YOUR EFFORT

NOMINEES AND WINNERS...

September's Winners

September's winning hero was **Khai Freeman**, Readymix Plant Supervisor at Morecombe Plant, who stepped in to stop a potential tipper roll over.

During a delivery of washed fines to Morecambe Plant, Khai noticed the tipper body leaning significantly as it was being raised to tip. He stopped the driver from tipping, seeing that the materials had been loaded one-sided. After evening out the load, tipping was completed and Khai and driver Aaron are to be congratulated.

Other heroes include **Graham Cotes**, IHC Readymix Northern, Leeds; **Kevin Hill**, **Allan Whyte**, and **William Stokes**, Quarry Team, Aggs Scotland; **David Chisholm**, **Jane Ann Manson**, **Simeon Winston**, **Christopher Fairlie**, **Kirsteen Boyd**, **Allan Williamson** and **Steven Rae**, Weighbridge Team in Aggs Scotland; **Edward Castleton** and **Judith Lee**; and **Mick Slater**, **Emmanuel Logosu**, **Andy Selkirk**, **Kev Toughy**, **Adrian Balby**, Plant Supervisor and IHCs Readymix Sheffield.

October's Winners

Congratulations to **Lee Phillpott**, Plant Manager from RMX Cluster 15 who has won the October Thanks For Your Effort award for stepping in when a colleague seemed out of sorts and was in fact suffering a diabetic hypo attack.

Here are some more of our talented and dedicated colleagues: **Luke Tyghe**, **David Davies**, **Ian Tyghe**, **Jim McLarney**, **Paul Taafe**, **Lee Hopkins**, **Robert Duck**, **Robert Chappell**, **Ian Wade**, **Robert Mitchell**, **Phil Repton**, all from the Salford Asphalt Team; **Paul Richards**, Environmental Manager; **David Sands**, Plant Supervisor East Kilbride RMX plant; **Noel Dixon**, **Anthony Connelly**, and **Emma Howell**, the RMX raw materials team; and **Sarah Hawker**, shipper for RMX Cluster 20.

November's Winners

Danielle Allen and **Carol Oliver** have won November's award and shown how much they care for the business and are ready to go that extra mile. They spent 10 days looking through every single Asphalt Plant and checked against tickets and weighbridges, finding over 1,500t unbilled, valued at <£50,000.

Other heroes include **Ben Capewell** and **Rob Johnson**, Salford Coating Plant; **Simon Dyson**, **Martyn Robinson**, Team Leaders; **Dan Wilkinson**, Contract Fitter and **Mick Howard**, Contract Electrician for Readymix Northern, Cluster 7; **Carl Milton**, Logistics Manager, **Ronnie Simpson**, Haulage Capacity Manager, and **Aman Kundi**, Submissions Coordinator. **Mark Renshaw**, Readymix Plant Supervisor, Northern Readymix, Cluster 7.

December's Winners

The **crew of the Sand Fulmar** who have recently made a couple of short entertaining films that promote core CEMEX H&S principles. The films were shot on board during their own time with the crew featuring as the cast, covering Step In & Safety.

The Best of the Rest include **Rebecca Corbett** and **Andy Wood**, Weighbridge and Bristows Mixer Man, Aggs Dove Holes, for working a Saturday afternoon after a customer delayed a delivery; **Matthew Challenger**, Newport Plant Manager/Batcher. Over the past few months Matt has shown great dedication and responsibility to the company by committing himself to numerous night work shifts; **Team Salford – Salford Asphalt Depot**. This site has been the subject of noise and vibration complaints from local residents but over the last year Phil and the Team have worked hard to reduce the site's impact. RSPB ideas have been embraced, resulting in a Council Compliance Audit gold medal.

TWEET TWEET

Twitter training has been taking place across the UK businesses so now hopefully we have some more confident tweeters ready to fly the nest and tweet about CEMEX UK.

If you would still like to find out how to use Twitter then contact Jamie Pickles

on 07710 079554 or jamesgregory.pickles@cemex.com.



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.



WHAT IS THE EUROPEAN CONSULTATIVE COMMITTEE



The European Consultative Committee (ECC) is a meeting for employee reps to attend from across CEMEX's European countries. They discuss CEMEX business and issues such as Health & Safety.

Sonny Netto, Production Foreman for Rail Solutions in Washwood Heath is one of the four representatives from the UK who recently attended the ECC meeting in Madrid over two days, chaired by

Derek O'Donnell, Regional VP for HR Europe.

He comments, "We were given Business Performance presentations from various VPs and the European President, Jaime Elizondo. It was a great experience and we shared a lot of information regarding Health and Safety, business performance, country-specific initiatives and CEMEX's visions for the future."

LONG SERVICE AWARDS

45 years

John Parkyn – started working for Rugby Cement in 1971 as Dispatch Planner at Southam Works. He progressed through Midland Area Division (MAD) and then Depot Supervisor at Gloucester, Bristol and Sharpness Depots. He finally returned to Southam and then Cement Logistics Dispatch Office in Rugby where he is now.



Matthew Moore – Technician in Cluster 7

40 years

Dave Wallinger – one of our Site Managers in Paving Solutions Northern

Glyn Richards – only expected to stay for six months

35 years

Paul Newall – Technician in Cluster 6

30 years

Helen Kinsella – Internal Sales – started with RMC in the Widnes General Office and has progressed through Credit Control, Sales Admin and now represents Asphalt in the Central and Scotland regions

Tony Carroll and **Thomas Hough** at Salford. Thomas retired at Christmas too so it was extra special that Lex found the time to congratulate them before Thomas went!



15 years

David Bell-Jack – Warehouse Supervisor at Baltic Wharf



Keith Stannard – Norton Subcourse Quarry

James Harrison – Property Solicitor & Lawyer in our Legal Department

Bob McLurg – Rail Solutions Washwood Heath receives his award from Production Foreman, Ricky McCarthy



Matt Crowder – Northern Business Manager Building Products is congratulated by Garry Gregory



Jayne Brown – Gavin Cowen, Plant Director Tilbury, presents Jayne with her vouchers



Linsey Gibson – Coating Plant Supervisor at Cowieslinn (L) receives his award from Bryan Walkinshaw, Quarry Manager



Bob Lancaster – Cement Logistics Lead Driver receives his award from Simon Spelman ALM. Other awards in Cement Logistics go to Mark Elley, Bob Collier and Gunter Kensett.



Dann King from Logistics is pictured receiving recognition for his service award from Line Manager, Chris Shaw.



Billy Carter (Plant Manager at Norwich Cluster 14) receives his award from Matthew Yaxley



WHY WORK FOR CEMEX UK?

A global survey revealed the top five reasons people really love their job are their co-workers, being given freedom, enjoying a great culture, the variety and feeling challenged. At CEMEX UK we offer all of that and more. We are proud to have some of the best opportunities, career progression and development in our industry.

The UK HR team have been developing some great materials to promote CEMEX UK to potential job applicants so that we attract and keep the best talent. They have made a compelling video called **At CEMEX you really can build a future...** The video features interviews with new starters like Christina Wilcox and Lee Mills as well as those who are well into their careers with CEMEX UK such as Liam Hare and Amy Cooper. You can watch the video by clicking on www.cemex.co.uk/careers



TECHNICAL DEVELOPMENT

Running a wharf and opening a new quarry are just two of the things that our Technical Development Programme team learned about recently. Emily Moon, Jack Tipper, Sean O'Donnell, Jamie Deere and Luke Topp made visits to Leamouth Wharf and Datchet Quarry for their Aggregates module on the Technical Development Programme.

Luke comments, "At Leamouth Wharf it was interesting to learn of the diversity of challenges that a wharf faces, varying from the dredging of munitions to the lack of storage space in a small site.

We then visited the new quarry at Datchet where we learnt more about the Aggregates business including issues surrounding the opening of a new quarry, work required with the community, start-up costs and planning permission. These visits are particularly useful to us as we each have projects where an analysis on Aggregates will need to be undertaken."



GRADUATION TIME



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.

FAREWELL TO...

Paul Craven

Paul Craven started with RMC Readymix in the Shipping Department for four years before transfer into internal sales. From there he has been an External Sales Representative for 20 years and is currently the Merseyside Sales Representative responsible for five Readymix Plants in what is one of the most challenging markets in the UK.



Ian Southcott

Colleagues at Rugby office bid Ian Southcott, Community Relations Manager, farewell recently as he retired after 32 years' service. Ian will still be helping the Planning Team on a consultancy basis for the next few months.



Mick Ryan

Mick Ryan, Commercial Technical Manager for Cement, recently retired after an impressive 46 years' continuous service. Pictured in the middle of his colleagues, he celebrated in Rugby with his friends and danced the night away with local band 'The Record Covers'.



Di Bromfield

Diane Bromfield, Secretary at South Ferriby, retired in November after almost 38 years working at the Plant. She took early retirement to spend time with her new husband who has also recently retired from Ferriby.

