



Welcome to UK News 30th March 2017
your weekly update from around CEMEX UK

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BEING THE BEST FOR FAMILIES

Two TRIs Last Week



It has not been a good start to 2017, so far this year we have injured 9 people at work. If we projected this performance onto the rest of the year we would injure 36 people. Do you want this to continue?

Do you want to run the risk of one of those people being you or a close colleague?

Jesus wants to share this message with you all:

“We all need to do more to stop letting our colleagues and contractors get injured. Industry experience shows that the more TRIs we experience the higher our chances of having a serious accident or even a fatality. I count on your leadership and passion for safety to make a difference and return to ZERO this week. A good opportunity to show our leadership in Safety and to make a difference is to participate in our Health, Safety and Wellbeing days. I encourage everyone to attend.

Finally, I'd like to congratulate Readymix Cluster 20 for achieving 4 years TRI free, a very good example to show that ZERO harm is possible. Well done to everyone in Cluster 20!”

TRI Free Congratulations To:



Readymix Southern Cluster 20 for helping to demonstrate that ZERO harm is sustainable having reached 4 years TRI free, this is in addition to achieving 5 years LTI free last November.

Congratulations go to the Cluster Team for looking after themselves and each other.

Safer By Sharing MPA Seminars



Moving machinery kills or severely injures 800 people in the UK workplace every year. A particular concern is the number of incidents involving conveyors in the minerals industry. In the last four years alone, three workers have been killed whilst working on or around conveyors at MPA members' sites.



The MPA are running a Safer by Sharing Seminar to challenge the industries performance, give advice on controlling the key risks and provide a range of tools that participants can use on their own sites.

The first Seminar will be on 3rd May at Somerset Earth Science Centre, Shepton Mallet from 1.30 pm – 4.30 pm.

11 May	Midlands	Venue – Swinfen Hall Hotel, Swinfen, Nr Lichfield
16 May	East Anglia	Venue – Tattersalls, Newmarket
28 September	North	Venue – Middlethorpe Hall Hotel, York
3 October	London & South East	Venue – Two Trees Hotel, Victoria, London
6 October	Wales	Venue – South Wales, venue to be confirmed

Places at the Seminars can be booked via the MPA www.safequarry.com website or by emailing ian.gibson@mineralproducts.org

There is a poster at the end of this document or in the download section of UK News website for you to publicise the Seminars to colleagues.

Tilbury Out On The Town.....



Last week Gavin Cowen (Tilbury Plant Director) and Sean Page (Terminals and Contract Haulage Manager) carried out some cross functional VFLs with their colleagues in Readymix.

The photos show: (left) Sean with Paddy, a Batcher at Canning Town and (right) Gavin with Peter, the Batcher from Kings Cross.

This is another great example of One CEMEX sharing best practice and knowledge across all of our businesses.

Safety From A Haulier’s View Point



This month saw the first of many on road VFL Days, set up by the Aggregate and Asphalt Contract Haulage Team, as part of the Logistics Health & Safety commitment.

The days give CEMEX employees the chance to discuss safety with hauliers and to go out on a delivery to site. The VFL Days took place at our Salford Depot on March 7th and Ely Coated Plant on March 16th. They were designed to showcase the good work our contract haulage partners do towards safety and to encourage our haulage drivers to continue operate safely. They also give CEMEX employees the opportunity to deliver material to a customer site to see first-hand what our hauliers do.



The events were well attended by members of Aggregate and Asphalt Commercial and Operations Teams, Logistics, Supply Chain and Readymix.



The feedback from the days was very positive and there was a great level of engagement from our contract haulage drivers towards safety. Contract haulage accounts for approximately 75% of all CEMEX delivered Aggregate and Asphalt volumes nationally and they are an integral part of our supply chain - often the first person a customer sees - they are vital to the CEMEX customer experience.

The Logistics Team will be hosting more on road VFL Days throughout the year with dates currently arranged for Brighton Wharf, April 26th, Halkyn Quarry, May 24th, with more dates in the Southern, Central and Northern regions to be completed throughout the year.

Celebrating Safety Shamrock Style.....



St Patrick's Day parade in London was a blinding success this year and attended by our haulier contractor, Denis Moriarty's mixer trucks.

The Mayor for London, Sadiq Khan, was on hand and Nigel Bateman (RMX London Manager) and Dennis Moriarty had a very lengthy conversation with him. They mentioned how they appreciated the tough task he has trying to improve the safety on London's roads for all.

Nigel continues: "The Mayor was very knowledgeable about FORS and mentioned how appreciative he was of companies like ours that have gone out and achieved Gold standard. The parade has been going now for a number of years and these mixers were the first mixer trucks ever to appear.

Moriarty Haulage was the first independent multi hauliers to approach CEMEX and working together they have achieved Gold standard. This really demonstrates Moriarty Haulage's commitment to London and it is encouraging that CEMEX's leadership is extending the message across London.



Whilst the parade was about celebration, one thing that was apparent with all the hauliers from across many different operations was how CEMEX are held in high regard for the commitment they show to safety, and we are seen as one of the leaders in this field.

People like Julie Welch and Paul Clarke (both Health & Safety Managers) should not underestimate how well known they are for the work they do as their names were mentioned countless times. Next year working with Moriarty Haulage we have booked a CEMEX truck to be in the parade. I'm not sure if we can turn a mixer green or not!"

The photo shows: left to right Sadiq Khan, Denis Moriarty and Nigel Bateman.

Protect Your Hands In The Garden This Spring.....



Cluster 3 are distributing gardening gloves to all local employees in its latest safety initiative to 'keep people safe in the garden' now spring has arrived.

Well done Cluster 3 for being "Best for Families".



BEING THE BEST FOR CUSTOMERS

Down The Line Special



Following our CEOs message to all employees earlier this month, on March 29th Jesus and Stuart Keighley delivered a Down The Line Special event to explain more about Superior Customer Experience - what it is, what it means for us and why it is so important.

For those unable to join, they recorded a video with slides, and this is now available to view on Shift at:

<http://shift.cemex.com/communities/service/html/communityoverview?communityUuid=72c21422-21f8-4412-bd2d-7973181808aa>

This is a new Shift Superior Customer Experience Community open to all where we will upload relevant information and resources over the coming months. Also uploaded is a short video from our Corporate Communications Team which shows very clearly how the changes planned in our digital transformation will benefit our customers. This has already been published by CEMEX externally so can be used to explain to other stakeholders.



Tamsin Continues In Prague



Our very own Tamsin Rodriguez is still hard at work in Prague working on the Digital Commercial Model project. Here she is working with colleagues from across the CEMEX globe with the process and IT Teams supporting the development of Digital Products.

She is on the Product 3 Team who are responsible for the orders and product catalogue development. She is in Prague for 12 months - temporarily gone but not forgotten!!

Customer Service Champions This Week....



This week we have received some great feedback from customers on our Superior Customer Service. Well done to everyone involved for championing our aim to become the best in the industry. Go to: customerfirst.cemex.com to learn more.

Here are our great feedback stories:



Mhairi Walker, Director of Carney Contracts, contacted us this week to compliment our Readymix Shipping Office as “the most hard working and customer friendly order office in the industry”. Well done to Martin Fellowes and his Team for this fantastic customer feedback.

David Boyall and Nicola Hannant from Central RMX, showed great collaboration and service to reactivate an account for Rase Steel and get a delivery on for the next day for 72m³. The customer passed on his thanks for the effort as he didn't anticipate we would be able to accommodate him so quickly.

IB Construction has placed an order for Kocher & Beck in Coalville stating that: “The service he got from Mark at Loughborough and the drivers was very good. This influenced his decision when returning to complete another new build extension.”

Following a Readymix delivery for the RSPB to Lakenheath from Thetford Plant, we received a call from the customer just to express his gratitude. He commented on the excellent service he had received from the Plant Manager, Matt Dunkley, and also how helpful and polite Jody the driver was.

BEING THE BEST FOR SHAREHOLDERS

On The Industry's Cutting Edge



Last week Jamie Deere, Aggs and Asphalt Technician, was lucky enough to pay a visit to the BRE (British Research Establishment). The reason for the visit was to gain knowledge about Tag & Track systems that are used within the building industry (on our green railway sleepers) and how they can be related to BIM (Building Information Modelling).

Jamie comments: “The BRE is a fantastic establishment with nearly 100 years worth of knowledge and innovation within the building industry. It was involved in such things like building a 1:50 scale model of the Mohne Dam, which was used by Barnes Wallis to develop the bouncing bomb made famous by 617 Squadron (The Dambusters).

The BRE has also developed and built such things as eco homes, flood resistant houses, came up with solutions to the affordable homes crisis and developed many of the building materials we use today - it is like the Q branch of the building world! They come up with new solutions that provide future value to business and customers. I would highly recommend a visit to this establishment and would like to give thanks to my mentor, Paul Crowther, for organising the visit and to Rangi Bassi of the BRE for delivering the presentation and being a fantastic host.”

Denge Quarry Application In



A fantastic photo of our unusual Quarry in Denge taken by Michael Hinson, Quarry Manager.

Our planning application to extend the life of the Quarry has been submitted.



BEING THE BEST FOR COMMUNITIES

Willington Quarry Lend-A-Hand



Midlands Willington Quarry staff including Vanessa Smithson, Quarry Manager, Sue Boyden (who organised the day), Dave Seagrave and Melissa (Sue's daughter) (all in the pic) took part in a Lend-A-Hand day in Leicester for TwentyTwenty charitable trust. They spent their time clearing out offices and organising their layout.

TwentyTwenty is a charitable trust funded by sponsorships and Lottery funding. They help young people who are at risk of educational disengagement and/or involvement in antisocial behaviour or crime.

Young people come to TwentyTwenty through schools or councils and various other agencies. Through their award winning "we can do" Lifeskills Centres in Derby, Loughborough and Leicester, they help young people get a good education to go on into sustainable employment. Sue and Melissa are current volunteer mentors. They mentor a young person for one year who needs guidance and support of an adult role model.



Vanessa continues: "We attended the Leicester offices and had a great time. We even moved a pool table from one floor to another which took all eight of us, but we did it! We moved settees, tables and chairs, and because the offices are over three floors we had an opportunity to discuss 'get a grip' to ensure it was all done safely. We talked through the operation like a toolbox talk before we began.

The teas and coffees kept us going during all the lifting, carrying and assisting. We filled skips and wheelie bins and the transformation was amazing. They could not believe how much we achieved!"

Leyburn's Pond For Nature



Last summer the Team at Leyburn began looking at ways they could improve the Quarry; one of the areas they were looking at was traffic management.

Brett Burrows, Quarry Manager, takes up the story: "One of our Loading Shovel Drivers, Ed Dale, took ownership of the area around the entrance into the Quarry basin. He has put up bunds around an area where water collects to create a pond; built a sand martin sanctuary to encourage them to dig their burrows here instead of in our stockpiles; put in a couple of small islands and some top soil to help vegetation grow

and provided cover for ducks/other birds.



He has also built a small bird shelter out of some waste pallets and put it on to one of the islands. Alongside this, there are also some standing stones and the beginnings of a reed bed - all in the name of traffic management, biodiversity, and sustainability!"

It's amazing what can be done in any area of a site with a little thought and time.

CEMEX UK The Waste Eaters.....



We recently reached our bold target to divert 80% waste from landfill. This is reason to celebrate as it means that our business is a Waste Eater, now consuming 80 times more waste than we send to landfill. In recognition of this, CEMEX and Recycle R8 partners, Biffa, have been shortlisted for the MRW National Recycling Awards under the Construction Recycler of the year category.

Two years ago the business invested in a new strategy Recycle R8 with waste provider Biffa, to drastically reduce the amount of waste sent to landfill and increase recycling. Today, Recycle R8 has delivered concrete results with 80% waste diverted from landfill and recycling reaching 49%.

For example, in cement we use by-products from other industries such as fly ash from the power industry and GGBS (ground granulated blast furnace slag) from the iron and steel producing industries.

"Through the partnership with Biffa and the strategy, Recycle R8, we are delighted to have achieved our bold targets. The strategy involved a challenging audit process and complete change of culture amongst our employees," commented Andy Spencer, Director of Sustainability and Energy.

Once each site had been audited and the results analysed, the right bins and skips for the right waste to minimise landfill and maximise recycling were put in place. With the right facilities on each site, a campaign highlighting environmental and financial benefits for better waste management was implemented to engage employees.

Andy concludes: "We couldn't have achieved it without the commitment of everyone in CEMEX UK. They have really embraced the whole initiative. It is now everyday practice for them to recycle and divert waste from landfill. Before Recycle R8 we had 27% waste diverted away from landfill today it is 80%, with us moving towards our 100% target."

Celebrate The Spring Equinox



Take advantage of the Vernal Equinox and the hopefully longer, warmer days by taking photos of the nature for MPA photo competition on your operational quarries, partly or fully restored sites or any site plant.

The competition is open until 1 SEPTEMBER 2017 and any photos entered must have been taken between 1 January 2016 and 31 August 2017. Winners will be announced and showcased at the MPA Quarries and Nature event on 19 October 2017. The first, second and third prizes will be sponsored vouchers for photographic equipment.

There are two categories this year – firstly, for all employees from our member



companies and secondly for volunteers at restored mineral sites.

There is a poster at the end of this document or in the download section of UK News website for you to display on your noticeboards.

BEING THE BEST FOR EMPLOYEES

Employee Engagement A Journey Worth Starting



Since the flood of December 2013, South Ferriby Cement Plant has always returned a low result on Employee Engagement both in the number of people completing the forms and the chosen score. To this end, an Engagement Committee has been formed from Representatives from most areas of the Plant (except the Management Team). The committee feeds back directly to the Plant Director and have picked up the mantle to help improve the morale of the workforce at the Plant.



Their first initiative has been to produce an Engagement Opinion Card where people can comment as to what engages them, what disengages them and how it could be corrected. These cards have been issued to every employee on-site and are totally anonymous. It is hoped over the next few weeks that everyone will complete at least one card and results can be collated and turned into positive actions to improve South Ferriby.

Anyone wishing further information on the committee or having any ideas on improving engagement should contact Alison Stockdale at the Plant.

A Fantastic 40 For Dennis



This week Dennis Allen at our South Ferriby Cement Plant achieved a fantastic 40 years service and was presented with vouchers from Phillip Stockdale, Production Manager.

Dennis, in his time, has held several shift positions and is a Senior Chemist - testing and blending Raw Meal.

The photo shows Dennis (on the right) receiving his vouchers from Phillip.

Quarter Of A Century For Stuart!



Congratulations to Stuart Bingham, Foreman at Buxton Block Plant, who has achieved 25 years service on March 23rd 2017.

He has been a valued member of the Team at Buxton throughout his career with RMC/CEMEX. Stuart is treating himself and his wife to a holiday with his long service award.



Everyone at Buxton wish him well for his next 25 years!!!! Congratulations Stuart.

15 Years For George Hall



Congratulations to George Hall, Plant Supervisor at Grangemouth RMX Plant, who achieved 15 years service on the 25th March.

Thank you for all your hard work over the years – here's to 15 more!

Another Safe Delivery!



Congratulations to Chris Johnson, an IHC working out of Castleford Plant. His partner has just had a baby girl, Kasie-Leigh Brooke Johnson. She was born on the 25th February at 8.10 pm, weighing 7lb 9oz. Both Mother and baby are doing well.

One of Kasie-Leigh's Grandads works out of our Leeds Plant (Brian Fernley) and is very happy about the new arrival too.

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
082-03-2017	Sales Manager	Readymix Northern	Cluster 7 - Yorkshire	05/04/2017
083-03-2017	Readymix Volumetric Driver	Readymix Northern	Gorton Concrete Plant	05/04/2017
084-03-2017	National Sales Administrator	Readymix UK	Rugby Office	31/03/2017
085-03-2017	Quarry Operative – Appointed Person	Aggregates Central	Swinderby Quarry	31/03/2017
086-03-2017	Multi Skilled Operative	Asphalt	Sheffield Coating Plant and Depot	17/04/2017
087-03-2017	Sales Representative x 2	Readymix Scotland	Uddingston	10/04/2017
088-03-2017	Internal Sales Representative	Readymix Scotland	Uddingston	10/04/2017

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.





Safer by Sharing Seminars

'Three deaths in four years'

Moving machinery kills or severely injures 800 people in the UK workplace every year. A particular concern is the number of incidents involving conveyors in the minerals industry. In the last four years alone, three workers have been killed whilst working on or around conveyors at MPA members' sites.

The 2017 'Safer by Sharing' Seminars aim to challenge the industry's performance, give advice on controlling key risks and provide a range of tools that participants can use on their own sites. The seminars are aimed at Purchasers, Managers, Engineers and Supervisors, and cover: **Understanding the implications of CE marking; Isolation and Guarding Standards; PUWER & Risk Assessment; Guarding of Palletisers and Conveyors; Light Curtains; LOTOTO and Human Factors.**

3rd May Somerset Earth Science Centre, Shepton Mallet 'SbS' Seminar Programme:

13.30 - Tea/Coffee

14.00 - Introduction by Regional Chairman

14.05 - **Machinery Safety Session 1** - *Dave Bromme, Managing Director, DJB Machinery Compliance Ltd*

14.45 - Discussion

14.55 - Coffee Break

15.05 **Machinery Safety Session 2** - *Dave Bromme, Managing Director, DJB Machinery Compliance Ltd*

15.50 - Discussion

16.00 - **Behaviour** - What leads people to take dangerous shortcuts and strategies to overcome this - *Kevin Stevens, Health and Safety Director, Mineral Products Association*

16.25 - Discussion

16.30 - Round Up and Closing Remarks

Every year 800 people are killed or severely injured

moving machinery in the UK workplace.





Additional 'Safer by Sharing' Seminars will take place on:

11th May. Midlands. Venue - Swinfen Hall Hotel, Swinfen, Nr Lichfield.

16th May. East Anglia. Venue - Tattersalls, Newmarket.

28th September. North. Venue - Middlethorpe Hall Hotel, York.

3rd October London & South East. Venue - Two Trees Hotel, Victoria, London.

6th October. Wales. Venue - South Wales, venue to be agreed.

Places at the seminars can be booked [here](#)

(or by emailing ian.gibson@mineralproducts.org)

ONE PADLOCK, ONE KEY, ONE CHANCE

Every year 800 people are killed or severely injured
by moving machinery in the UK workplace.



Catching the moment...

The MPA Nature Photo Competition 2017 for all employees



To celebrate MPA members' achievements in creating amazing spaces for nature, we are holding our second photo competition for all employees from our member companies.

Entries can be images of species (both fauna and flora) and habitats (including their landscape setting) found on operational quarries, partly or fully restored sites or any site plant.

The competition is open until **1 September 2017** and any photographs entered must have been taken between 1 January 2016 and 31 August 2017 to allow all the seasons and different wildlife to be captured.

Winners will be announced and images showcased at the MPA Quarries and Nature event in London in October 2017. The first, second and third prizes will be **sponsored vouchers for photographic equipment.**



You can enter a maximum of 5 images (between 1MB and 5MB each in size) which should be sent as separate emails direct to MPA at naturephotos17@mineralproducts.org – please read terms and conditions below.

For further information please contact Elizabeth Clements at MPA elizabeth.clements@mineralproducts.org or 07775 894 285

Terms & Conditions

Email your photos one at a time in .JPG format to naturephotos17@mineralproducts.org, up to 5MB (1MB minimum), telling us where the photo/s was taken and when. You should also include a brief description to put the photo/s into context. Please keep large resolution copies of your photos, in case your entry is successful, for promotional and printing purposes.

Please tell us your full name, age, company, job role, location and a contact phone number with your submissions.

You must hold the copyright for or have the right to use the image(s). Please abide by your company's health & safety regulations and gain permission to photograph if required.

By submitting an entry you give MPA permission to use your image(s) in future publicity. The entrant will receive

acknowledgement where their entry is used.

Entries from professional photographers (those whose main income is their photography) are not eligible to enter. No photoshopped composites, faked or doctored images are permitted.

Prizes are as stated, no alternative can be offered. The judges' decision is final.

The Mineral Products Association is the trade association for the aggregates, asphalt, cement, concrete, dimension stone, lime, mortar and silica sand industries.

