



Welcome to UK News 5<sup>th</sup> July 2017  
your weekly update from around CEMEX UK

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## BEING THE BEST FOR FAMILIES

### ZERO Is Possible But Stay Vigilant.....



Congratulations to everyone in the UK business for having an incident free week last week. Michel Andre, new CEMEX UK Country President, commented on the weekly Health & Safety Report: "Please continue to focus on improvement plans and adopting a safety culture deeper into the organisation. Especially, do not tolerate any deviation in terms of behaviours, however small, as they create the root causes of further incidents.

I cannot finish this first weekly report without, on behalf of all of us, thanking Jesus deeply for his instrumental safety leadership over the last years. Thank you Jesus!"

### You Don't Have To Fall Far To Fall Hard – So Tread Carefully!



With the upcoming Slips, Trips and Falls campaign, why not get ready by **ordering your Floor Graphics**

from GSB Signs – great for maintenance workshops and kitchens - as a reminder about maintaining good housekeeping standards.



Perhaps it's time to refresh some of the previous initiatives such as Housekeeping and Stair Audits, and make the most of the good weather by **refreshing the yellow paint** on steps and stairs.



And don't forget the **poster competition** and the chance for younger friends and relatives to put on paper what avoiding Slips, Trips and Falls looks like to them – they could win a £100 Halfords voucher to buy a new bike!

Let's all work together in stopping unnecessary Slips, Trips and Falls!



### CHILDREN'S POSTER COMPETITION

Design a poster with the theme '**Avoid Slips, Trips and Falls in the Workplace**'

Age Groups:-  
 > Under 6's  
 > 6 years to 11 years  
 > 12 years to 16 years

CLOSING DATE  
31<sup>st</sup> JULY 2017



PRIZE - £100 Halfords voucher for each age group

Send to Kathy Willcox at CEMEX UK Operations Ltd, Wolverhampton Road, Oldbury, West Midlands, B69 4RJ



## Do Not “Feel Safe” At Work



As reported last week a contractor at Tarmac died in an incident at their Mountsorrel Quarry last week. The death was an awful tragedy and Chris Leese, UK Aggregates VP, made these pertinent comments. Please share them with colleagues and take a moment to talk about them:

“Apparently, a contract fitter in his mid twenties and working for his father’s business, was killed whilst working on a conveyor system feeding into a crusher. Further details are not known. However, operational personnel in particular will, I am sure, be able to imagine the horrific circumstances in which the individual died and how he must have suffered, and how his family will be continuing to suffer. It is a fact that serious accidents like this and associated deaths and serious injuries are on the increase in the construction materials industry generally.

Please let us, in CEMEX Aggregates, never allow ourselves to believe that these things cannot happen to us. The activities we carry out, the inherent hazards and risks in our Quarries, are just the same as theirs. I have been saying since I rejoined Aggregates that perhaps the biggest hazard we face at the moment is that we begin to believe that we are “safe” at work. Hazards exist all around us and the way we keep safe is by recognising they exist, maintaining a personal feeling of ‘vulnerability’ and dealing properly with hazards by getting the basics right, for example:

- Effective risk assessment, asking yourself and colleagues how could we get hurt.
- Disciplined approach to work safe/permit to work preferably completed at the place where the task is to be carried out.
- Effective isolation procedures so that machinery we are working on and adjacent to where we are working cannot start up and hurt someone (or worse).

And, of course, it’s also vital to:

- **“Stop to think”** (again, ask ourselves what could go wrong? How could I get hurt?).
- **Step in** - look after ourselves and one another.
- **Follow the safety essentials** - not one tonne of extra production or sales is worth taking a risk for.

I firmly believe, along with all of my colleagues on the UK and Aggregates Management Team, that by being aware of the hazards all around us and getting the basics right that no one need get hurt, ever, and that the aggregates business can remain a satisfying enjoyable and safe industry in which to work.

My thoughts at this time are with the friends and family of the deceased, and especially perhaps (as the father of a 24 year old son myself) with his father for whom he worked. Let’s make sure it’s never one of us.”

## Tilbury 10 Years LTI And TRI Free...



Michel Andre, our new UK President, is introduced to the team by Gavin Cowen, Tilbury Plant Director. Michel spent the morning meeting staff and reviewing the facilities at Tilbury.



He also had the opportunity to personally congratulate the Tilbury Logistics team for achieving 10 years LTI free. Huge congratulations to the Cement Logistics team at Tilbury for their fantastic 10 years without a single safety incident.

### INTELEX Now Live.....



After a six month roll out the new Safety Incident Management System (INTELEX) is now live across all parts of the business. Along with Panama and Florida, our operations have been the first to pilot this new global system. At present we are primarily using the tool to record and track Near Miss/Hazard Alert Reports and Visible Felt Leadership (VFL) tours, however, ultimately it is intended we will also use it to report injuries, track health and safety actions and log certain inspections. With both desktop and mobile reporting functionality, along with enhanced trend analysis, the system should help us identify where we need to focus our efforts to

improve health and safety standards.

Andy Taylor commented: "Over 400 VFLs and 700 Near Miss/Hazard Alerts were reported in the system in June... We should encourage further reporting as every near miss/hazard is an opportunity to take action and make improvements before an injury occurs."

### Safe Driving Training Please Complete It



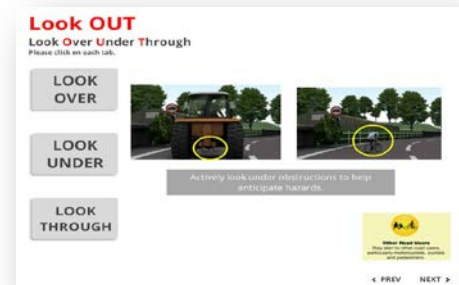
Driving is something that most of us has in common – and is one of the most dangerous activities some of us perform.

Every day in the UK an average of five people die on our roads and about sixty more are seriously injured, causing needless loss of life and inflicting terrible suffering.

With this in mind, as part of the UK Health & Safety Improvement Plan, we have developed a number of Defensive Driver Training Packages to be rolled out quarterly including:

- Driver Risk Profiles
- Hazard Anticipation/Perception
- Driving Essentials
- Knowledge Test

We encourage all employees to complete this quarter's package and also share the contents with our regular contractors where possible. You can access the training via the link below:





## Look After Your Back



CEMEX Rail Solutions Washwood Heath had a back care expert from New Leaf on site on Monday 3rd July. They had five sessions throughout the day giving them advice on warm up before starting work, on twisting and stretching throughout the day, along with general tips on how to look after all muscles and joints.

Plant Manager, Terry Gillooly, said: "Washwood Heath is a very manual operation and one of the biggest

issues we face on site is joint and muscle pain. We hope this not only helps the guys at work but also makes a better home life."

## Safety Meeting Solves Issue



Following a successful safety meeting with our two asphalt Sheffield operational gangs, a potential safety issue was raised with regards to manually loading our chipping machines on to the low loaders.

In order to eliminate any operator risk when loading, our fitters came up with the solution of adding an umbilical cord to the control panel. This now enables us to load the machine using the control from a safe distance on ground level rather than having to drive it on.

This is a great example of how talking about safety creates a safer working environment.

## CEMEX UK Winners: Tipper Safety Award 2017



The CEMEX Submissions team were approached by Logistics Operations Manager, Carl Milton, (in the main picture) to submit an entry into the Tip-ex Awards 2017. The Tip-ex (and Tank-ex awards) recognise the individuals, teams and businesses shaping the tipper and tanker industries.

Technical Proposals Manager, Helen Hart, worked with Carl to demonstrate CEMEX's exceptional commitment to all-round operational

safety, detailing the successful initiatives designed to improve safety in a particular area of operation.

The awards took place on Friday 2<sup>nd</sup> June and was attended by over 430 representatives from the tipper, tanker and bulk haulage industry. The 2017



winners were revealed and CEMEX UK took top honours winning the Tipper Safety Award for the third year running.

Congratulations to all involved in developing the award submission as well as those that make our fleet one of the safest in the industry!

## BEING THE BEST FOR CUSTOMERS

### New VAP Academy Launched



The new VAP Academy was launched last week with a full day workshop on CEMEX Permatite - our bespoke waterproof concrete solution.

The Academy involved detailed product knowledge sessions with interactive demonstrations on how the product is used along with sessions on how we can promote and sell Permatite more effectively.

Steve Crompton oversaw the day - additional thanks go to Mike Higgins, James Fairclough, Neil Dowie and our

partners at Fosroc for their contributions to a successful day.

The Academy was attended by eleven Readymix Sales Executives who are now the 'VAP Champions' for their areas and will lead the promotion and sales of the product.

Further Academy sessions focusing on our more complex VAP solutions are programmed for later in the year.

## BEING THE BEST FOR SHAREHOLDERS

### Cyber Attack Prevention

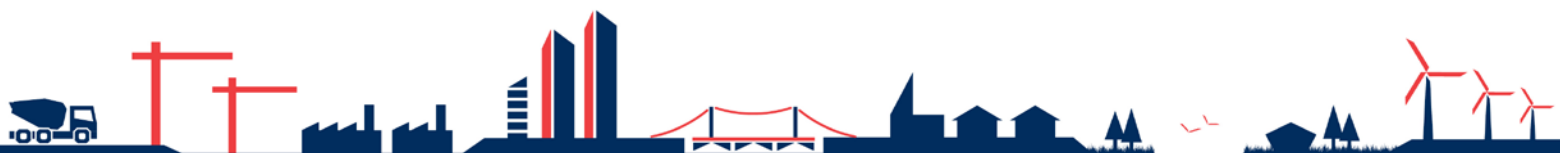


Last week a massive Malware infection (Petya ransomware, similar to WannaCry Cyberattack) started affecting different companies around the world. Taking advantage of a Microsoft vulnerability, this threat encrypts information on computers, asks for payment in exchange for decryption, and additionally uses the network to infect other computers.

To minimise any possible infections, the most effective protection mechanism is the prevention measures each of you as computer's end user should take. CEMEX is reinforcing

security software updates, in addition to enabling specific protection against this threat and monitoring mechanisms to prevent incidents.

Please make sure you and your teams follow the recommendations below:



- DO NOT OPEN ATTACHMENTS OR LINKS, if you receive unsolicited e-mails containing unusual files / links, or from an unknown sender.
- DO NOT BROWSE OR DOWNLOAD FILES from websites or links you do not trust.
- BE AWARE of security communications from official CEMEX channels.
- If your computer shows a message related to a reboot, this is part of the updates. Save your documents, reboot and continue working normally.
- Share the recommendations with external employees or contractors with access to CEMEX network and systems if you have direct contact with them.

**In case you detect a suspicious behaviour or Malware in your computer, IMMEDIATELY turn off the network connection (WiFi and cable) and call the Help Desk to inform the Information Security team or, using another device, send an email to: [incident.management@cemex.com](mailto:incident.management@cemex.com) and [ism@cemex.com](mailto:ism@cemex.com)**

For more information about this ransomware, consult: <http://www.bbc.com/news/technology-40416611>

**Protecting CEMEX information is everyone's responsibility.**

## Paving Solutions Update Roadshow



Last Wednesday evening Garry Gregory hosted a Paving Solutions (Northern) roadshow in Sheffield.

Everyone from our Paving Solutions Northern & Cementitious businesses were invited along to a two hour business update to reflect on our performance (both CEMEX UK and Paving Solutions)

across the stakeholder groups during H1.

The roadshow included a table discussion session centred around engagement issues and there was also an opportunity for general questions.

Thank you to everyone who attended and also to the other presenters: William Johnson, Martin Ashfield, Jenna Louise Swain, James Playford, Matthew Crowder and Phillip Hutchinson.

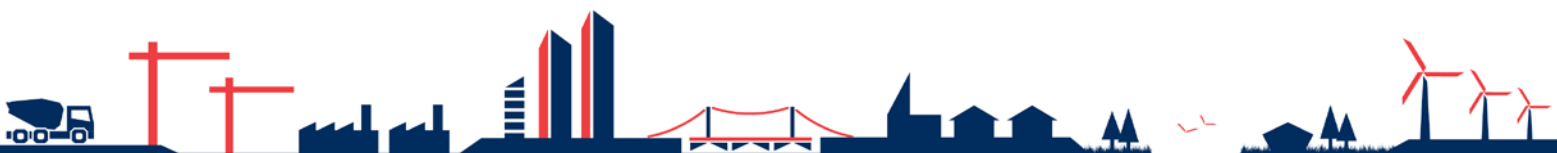
## European Rail Workshop



European colleague, Timo Pape, organised the first European Rail Workshop in Berlin earlier this month.

Mark Grimshaw Smith was in attendance from the UK and comments: "Although it was only a small group, it was great to see that rail freight is a significant part of CEMEX supply chain operations across Europe and we identified quite quickly the opportunity for shared best practice and across border procurement leverage.

I am looking forward to working on the five work streams we





identified - safety, KPIs, procurement, market intelligence and terminal operations. I am particularly pleased to have been asked to lead the safety work-group and build on the progress we have made this year.

The photo shows best practice unmanned robot shunter at Rudersdorf.”

## CEMEX Finalises Divestment Of Its Pacific Northwest Materials Business In The U.S.



CEMEX announced this week that one of its subsidiaries in the U.S. has closed the divestment of its Pacific Northwest Materials Business consisting of aggregate, asphalt and ready mix concrete operations in Oregon and Washington to Cadman Materials, Inc., part of Lehigh Hanson, Inc. and the U.S. subsidiary of HeidelbergCement Group, for approximately U.S. \$150 million.

Read the complete press release: <http://cmx.to/2usGeRo>

## BEING THE BEST FOR COMMUNITIES

### Everyone Deserves A View.....



Scott Saunders, Assistant Quarry Manager for East Leake, and the team have been very busy guiding visitors to the bird viewing area on site from the special car park set up for bird watching visitors. However, the other day a gentleman called Phil who is disabled, arrived by car and was unable to walk from the special car park to the viewing area. Phil had driven a long way to come and see the Bee-eaters.

Scott overheard his attendant and made special arrangements for him to drive his car to our Quarry car park. From there he had a brilliant view of the Bee-eaters and was kept safe.

Phil was very happy to follow our safety procedures and Brian Turner went above and beyond looking after Phil with cups of tea in the wet weather!



In return Phil sent a grateful email and took some fantastic photos of the birds.

### Digging A Lend-A-Hand Hole.....



Well done to the team involved with the lend-a-hand day last Friday at Southam, organised by Mark Norton.



The task for the day was to break out a stretch of ground in front of the scout hut that is prone to flooding and mud ready to place CEMEX permaflow concrete. Liz Bowden, Neil Adams and Mark Grimshaw-Smith from Supply Chain joined Mark Norton from National Commercial, and Sean and John from Southam Lab Technical team.

Mark takes up the story: "After the recent dry weather the ground was harder than expected and it was certainly a good workout. We formed two teams with one each on the mattock/bar and shovel and barrow - we soon got it done with good team work and can-do. Thanks also for everyone remembering to bring appropriate PPE for the task and looking out for each other.

CEMEX has a long history supporting 1st Long Itchington Scouts going back to the cement days at Southam, and still rents the scout hut, grounds, cricket pitch and pavilion to the scouts. This is the second lend-a-hand with them. Last year's project of cutting a safe walkway from the hut to the cricket pitch is still looking good and is in regular use. This is definitely a good example of CEMEX Best for Communities in action. The photo shows work in progress before we got too ragged!"

### It's A Knockout Again!



John Parker again led the CEMEX team who entered It's A Knockout 2017 for the 4th consecutive year. The usual crazy capers were included in the fun day out. A great day was had by all and they managed 2nd place against 18 other teams.



John comments: "Many thanks to all our staff and families who gave up their Saturday to support Bluebell Wood Children Hospice. We are still a long way off our £1,100 fund raising total so any

donations would be gratefully received. Please visit:

<https://www.justgiving.com/fundraising/John-Parker19>



At Bluebell Wood they support over 250 children and young people with a shortened life expectancy. Without the help of people like you they couldn't help as many families. It costs over £4million each year to run the hospice. Under 10% of this is Government funding so every penny really does count.

Bluebell wood is a Children's Hospice in Yorkshire:

<http://www.bluebellwood.org/our-services/>

Many thanks for all the support."

### An Unusual Visitor!



The Archaeological team who are carrying out monitoring work at Flixton Quarry had a rather strange visitor on site when an Apache





helicopter dropped by to see what they were doing. The pilot gave the team a wave before leaving the area.

### Longest Day Golf Challenge.....



Paul Fereday, Bruce Watson, Dave Jackson and Lee Jones all from the Rugby Plant have completed the Macmillan Longest Day Golf Challenge of four rounds of golf in a day.

On 26<sup>th</sup> June they teed off at Whitefields Golf Club at 4.00am and finished at 4.55pm. They completed 12 hours 55 minutes of non-stop golf!

This is the third time Paul and Bruce have done the event. Organiser, Bruce, said: "It was really tough this year as it was a very hot day. Newcomers Lee and Dave did extremely well to keep up with myself and Paul."

With the help of CEMEX's match funding they will have raised well over £2,000 for a great charity.

## BEING THE BEST FOR EMPLOYEES

### Adiós Jesus, Bonjour Michel!



Last week saw outgoing Country President, Jesus Gonzalez, pass the ball to our new CEMEX UK Country President, Michel Andre. Michel tweeted that he is proud to be joining CEMEX UK, and this week is visiting a few sites to meet some employees and get a feel for our operations. He is looking forward to visiting more sites over the coming months especially in parts of Great Britain he won't manage to reach this week.

Here is some background on Michel:

Michel Andre joins the UK business following seven years as Country President for CEMEX France.

He has worked for CEMEX France for a total of twelve years with senior roles in Strategic Planning and the Readymix business. Prior to joining CEMEX, Michel worked for Lafarge in the US and France and five years at PricewaterhouseCoopers.

Besides his role as Country President, CEMEX France, he was a board member and then President of the Unicem Association France, the National Union of Quarrying and Building Materials Industries representing 2,700 companies and over 1 million employees. The three year term as President finished in June 2017.

Michel commented: "I am looking forward to working with my new UK colleagues, with safety as my number one priority, growing the business and helping to build a Greater Britain."



You can follow Michel on twitter either via **#CEMEX\_UK** or his own handle **@MAndre\_CemexUK**

### A Well Done From The Team!



The team at Rugby Cement Logistics were particularly proud of Christina for winning Apprentice of the Year Award and took some great shots of her with her trophy and trucks!

Congratulations again Christina, what a great award and hopefully an inspiration to the new intake of apprentices.

### Exam Success!



Most of you will be aware that CEMEX UK has a healthy attendance at Derby University for the industry qualifications they run in conjunction with the Institute of Quarrying. The year is now complete and the results are in.

Kevin Cage, Ops Manager in the NE, announces the results and passes on all our congratulations to:

Sam Shepherd on completing the final year of his Foundation Degree in Mineral Extraction Technology. He achieved excellent results in Blasting Operations, Engineering, Business Management and Minerals Management and Processing.

Toby Byers and Lauren Nugent for completing their Diploma in Mineral Extractive Studies. Unfortunately whilst achieving high percentage grades in their exams (>88%), the course is only a pass or fail so it does not truly reflect the amount of work, time and commitment they both put into completing the course units of Blasting Operations, Business Management, Mineral Transportation and Mineral Management and Processing.

Edgar Dapsaurskas, Marc Noel and Gareth Powell in completing their second year and Daniel Lane, Vanessa Smithson, Steven Coles and Scott Saunders in completing their first year in the Foundation Degree in Mineral Extraction Technology. Again, they all passed with excellent grades in topics such as Mathematics, Engineering, Construction Products Technology and Mineral Extraction and Transportation.

They have all worked hard over the past year, as well as doing their day jobs, to obtain the grades. They all deserve good luck for next year.

We are now looking for candidates for 2017/2018, so if you are interested please send Kevin Cage an email through your Line Manager.



## 40 Years For Dave!



Dave Way, who works for CEMEX Floors in Wick, reached 40 years of service in May 2017. He was presented with his reward by his Line Manager, Darren Palmer.

Dave has worked on the site in Wick, Bristol for the whole of the 40 years making various precast products and most recently T Beams.

Dave commented: "I have enjoyed working here in the various roles that I have had over the years."

He is currently yard operative at CEMEX Floors. Thank you to Dave for all your hard work over the years and congratulations on reaching this fantastic milestone.

## CEMEX Truck Represented At Thirsk Truck Gathering



CEMEX Jarrow driver, Lawrence Stobbs, took the opportunity to display his truck at the Thirsk Truck Gathering. The event was fully booked with 540 trucks on show including entries from CEMEX primary hauliers, Hymas, Les Clarkson & Sons and Longthornes.

Lawrence had the opportunity to demonstrate the truck safety features and had spent his own time ensuring the truck was in exemplary condition.

Ian Phoenix, Area Logistics Manager, commented: "Lawrence successfully came through the first CEMEX Driving Apprenticeship scheme and has become an influential member of the Area 2 driver workforce. He always shows great pride in keeping his vehicle in tip top condition."

## Asphalt vs Readymix Cricket Match



Last week Asphalt renewed their (friendly) rivalry with Readymix Northern colleagues and enjoyed a game of 20:20 Cricket together.

Garry Gregory comments: "I'd like to say it was a closely fought game but sadly not, with Readymix showing some excellent prowess with both bat and ball. Chasing their impressive total of 228 runs we capitulated to a disappointing 79 all out..."

Despite the result, it was great fun and as always good to get the businesses together!"

## July CEMEX Lifestyle Offers....

**July OFFERS**

<b>Debenhams</b> Save 17%	<b>Sainsbury's</b> Save 6%	<b>ASDA</b> Save 12%
<b>Halfords</b> Save 12.5%	<b>Primark</b> Save 14%	<b>ASDA</b> £5 FREE

Visit your benefits website at [www.cemexlifestyle.co.uk](http://www.cemexlifestyle.co.uk) today and enjoy savings from over 9,000 offers or call 01908 352 133 and speak to one of our team.

Visit [www.cemexlifestyle.co.uk](http://www.cemexlifestyle.co.uk) today to find out about July's bargains and save money on over 9,000 offers or call 01908 352 133.

**Thomas Cook**

**WIN £250**

**TO SPEND ON YOUR NEXT HOLIDAY WITH THOMAS COOK**

THOMAS COOK OFFERS THE PERFECT ESCAPE. NO MATTER WHAT YOU ARE LOOKING FOR, WHETHER YOU'RE IN TO ACTION AND ADVENTURE OR JUST LAZING BY THE POOL, YOU'LL FIND IT ALL AT THOMAS COOK - AND AT GREAT PRICES TOO!

**COMPETITION RUNS BETWEEN 1<sup>st</sup> JULY - 31<sup>st</sup> JULY 2017**

To enter, simply order a Thomas Cook rechargeable gift card between 1<sup>st</sup> July - 31<sup>st</sup> July 2017 and be entered into a prize draw to win £250 to spend with Thomas Cook.

To order, log on to your benefits website, select rechargeable cards and Thomas Cook or alternatively search for Thomas Cook.

Visit your benefits website at [www.cemexlifestyle.co.uk](http://www.cemexlifestyle.co.uk) today and enjoy savings from over 9,000 offers or call 01908 352 133 and speak to one of our team.



A poster to put up on notice boards during July can be found at the bottom of this document and also the download section in UK News.

Also please see the Thomas Cook competition when you order a Thomas Cook reloadable gift card.

### Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
186-06-2017	Plant and Field Technician	Readymix Northern	Based at Stourton and covering West Yorkshire	12/07/2017
187-06-2017	Chemical Laboratory Analyst	Cement	Rugby Plant	10/07/2017
188-06-2017	Multi Skilled Operative	Asphalt	Stourton Coating Plant/Depot	14/07/2017
010-01-2017	Estimator	Paving Solutions North	Sheffield Office	14/07/2017
189-06-2017	Process Operator Maintainer	Cement	South Ferriby Cement Plant	14/07/2017
190-06-2017	Wharf Operative	Aggregates SW & W	Avonmouth Wharf	17/07/2017
191-06-2017	Plant and Field Technician	Readymix Southern	Wick	07/07/2017
192-07-2017	Operative	Aggregates Southern	Leamouth Wharf Southampton	12/07/2017
193-07-2017	Customer Service Advisor	Concrete Products	Rugby Office	10/07/2017
188-06-2017	Multi Skilled Operative	Asphalt	Stourton & Sheffield Coating Plant and Depot	14/07/2017
194-07-2017	General Foreman	Aggregates Northern	Raynes Quarry	14/07/2017
195-07-2017	Mechanical Supervisor	Cement	South Ferriby Plant	18/07/2017

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](mailto: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.







# July OFFERS

**DEBENHAMS**



Shop from a wide range of products at Debenhams between 1st – 31st July and save an additional 8% on top of the original 9% when you load your reloadable Debenhams card.

**SAVE 17%**

**Sainsbury's**



Save on all your summer and barbecue essentials from Sainsbury's between 30th June – 7th July and save an extra 1% on top of the original 5% when you load your reloadable Sainsbury's card.

**SAVE 6%**

**COSTA COFFEE**



Enjoy the food and drink you love at Costa and save an additional 2% when you load your reloadable Costa card between 1st – 31st July.

**SAVE 12%**

**halfords**  
for life's journeys



Looking for a new bike, high quality car parts or accessories? You can save an additional 2.5% between 7th – 14th July when you load your reloadable Halfords card.

**SAVE 12.5%**

**Boots**



Treat yourself to a range of health and beauty products at Boots between 1st – 31st July and save an additional 4% when you load your reloadable Boots card. That's a total of 14%.

**SAVE 14%**

**the Restaurant card**



Enjoy extra savings at popular restaurants including Café Rouge and Bella Italia when you load your reloadable Restaurant card with £50 or more between 1st – 31st July. You'll save 10% and an extra £5.

**£5 FREE**

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HELPING TO BUILD A **GREATER BRITAIN**





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