



Welcome to UK News 16th August 2017
your weekly update from around CEMEX UK

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BEST FOR FAMILIES

Weekly Health And Safety Message From Michel



Congratulations to all for a TRI-free week across UK operations for both employees and contractors. Even though we have seen improved results over the last few weeks, it is vitally important that no-one relaxes - please stay 100% alert and focused on our safety essentials to ensure this performance is replicated every week on all our sites.

Specifically, I would like to take the opportunity this week to draw your attention to: (1) the Safety Alert on isolation procedures and on-going audits circulated by Andy Taylor, and (2) constant respect of our driving essentials as a collision reported last week could have caused fatalities.

Finally, congratulations to the team at CEMEX Floors on reaching 11 years LTI-free last week; thanks go to everyone involved for their commitment to look after themselves and each other and ensure they return home safely to their families at the end of every shift.

Stay safe and alert.
Michel

Wick Celebrates 11 Years LTI-Free!



Congratulations to everyone in the Wick team on achieving 11 years LTI-free. VP, Carl Platt, commented: "This is a great achievement bearing in mind the type of work we do on site and the complexities of the products we make. Please pass on my thanks to all the team and ensure we continue to focus on sending everyone home each day safe and sound."

Concrete Products Director, Grant McMillan, added: "This is recognition for all of the hard work and effort from every member of the team to stay safe on a day to day basis, and I invite you all to continue this performance moving forward."



The picture shows a large gathering of hot air balloons that took off early in the morning from the Bristol International Balloon Fiesta which occurs every year. They came right over the top of the Wick Plant!

Keith Lacey Driver Of The Year Award 2017



Earlier this year we launched a competition amongst our employed drivers in aggregates and cement relating to their driving style (fuel efficiency harsh braking etc) which will be recognised with a finals day in November to crown the overall ECO Driver of the Year and receive the Keith Lacey Trophy in memory of Keith, one of our former employees who passed away last year.

Rob Wilkinson has circulated the poster saying: "Please find attached the updated poster for this year's award, and ensure they are up on the drivers notice boards along with the league tables. We are looking forward to a very prestigious and exciting event."

Please see the download section on UK News website or at the end of this document for the 2017 ECO Driver of the Year poster.

ONE CEMEX Scotland Driving Home Safety With Cab VFL Days



On 9th August CEMEX and Taylor Morrison Haulage held an In Cab Driver VFL day at Hyndford Quarry involving people from Aggregates Commercial, Technical, Asphalt and Aggregates Operations, and Readymix Operations - representatives of OneCEMEX Scotland. The feedback from the team was extremely positive about the skill that our drivers show whilst driving to ensure the road space is shared safely, and also their professionalism and customer service focus when they interact with customers on delivery sites.

During a debrief these highlights were noted - drivers **alertness and awareness**, drivers **attitude and level approach, conduct and professionalism**, attitude second to none, **consideration and awareness** of other drivers/vulnerable road users, **relationship with on-site customers** and overall general approach. We were able to appreciate the myriad of challenges our hauliers/drivers face hour to hour, day to day - still keeping up the customer-centric approach on service and quality, and the vital part they play in our Supply Chain. Ronnie Simpson said he would encourage everyone to participate in these In Cab VFLs: "It gives you a great insight into the challenges our HGV drivers face every day both on the road and on site. I guarantee you will behave differently around lorries when you drive after being in the cab of one all day. It's also great for engaging with a relatively remote part of our workforce."



It is important to encourage the efforts made to improve the Health & Safety culture in our haulier companies. The incidents over past months highlight that safety has no memory and we have to be vigilant every day. With this in mind, we applaud Taylor Morrison for ensuring that there



are systems, training and equipment in place to improve their driver's safety and that of others in the wider aspects of the operations. Thanks go to Brad Murphy, Kevin Hill, Martin Fellowes, Derek Sim, Kenny McAlpine, and Owen Conroy (CEMEX), and George Taylor and all of his drivers at Taylor Morrison who made the day Safety Value Added.

Picture 1 is of George Taylor showing the CEMEX team all of the vehicle additional safety systems in place. Picture 2 is of Brad Murphy accompanying driver in cab. Picture 3 is George Taylor showing the team the benefits of Quicksilver easy flow linings (minimising rollovers).

BEST FOR CUSTOMERS

CEMEX Helping To Build A Better Brighton



Mortar Sales Manager, Adam Leverett, accompanied our Driver, Silvio, on a VFL to a concrete pour for Henry Construction at Circus Street in Brighton. The project is a £130million re-development of an old fruit & veg market into a 'Cultural Quarter' which will consist of more than 140 homes, 450 student rooms and 30,000 sq ft of office space. The project has been back and forth with planning for almost a decade so it's great for the local economy that it's finally started. Thanks to Silvio for keeping us safe.



The product was a GEN1 concrete (the customer was happy... but Adam says it's a bit stony for his liking, being a mortar man!)

Order Fulfillment Task Force Update – Significant Progress



Supply Chain Director, Neil Farmer, reports on the significant progress being made by an IT task force to improve the performance and usability of Order Fulfilment (OF) in Aggregates and Asphalt.

The first stage of understanding required a survey of our people who engage with OF to fully understand where we should focus our efforts. The insights gained from the OF Users' survey was very helpful in identifying priority areas which we have been able to address. From the survey the task force developed a comprehensive list of required improvements to address the concerns of the users; these are being worked on now,

focusing on highest priority items.

The **planning screen performance** was at the top of that list. This week a patch was installed that made changes to the selection criteria for the initial load of the planning screen. Test results show this has had a significant impact on both the measured performance and usability of the planning screen. The task force is also working on delivering a **contingency tool** which will allow us to continue to operate within OF if SAP fails. This will reduce the many manual tickets that have to be generated and the frustrating work re-entering these tickets at a later date. This is due to go into a test environment



this week. There are many other major and minor glitches which are being worked on in the background. Progress is being made and thanks for everyone's patience and commitment as we make the improvements to support our people and ultimately to give our customers the level of service we need to differentiate us from our competitors.

BEST FOR SHAREHOLDERS

On The Road, The Latest High Performance Concrete Mixer



Neil Corner, one of our independent contractor haulier, has just taken delivery of a new 6-wheeler Volvo FM11 ready mixed concrete truck - one of 17 new Volvo vehicles with Hymix mixer unit to be branded in CEMEX livery and delivering concrete across the country on behalf of the company. Representing a significant investment by the company, Charlie Stanford, National Fleet Liaison Manager, has worked closely with engineers and mechanics at both Volvo and Hymix to produce one of the lightest and most efficient vehicles on the market while offering the driver greater comfort and ease of handling.

The new Volvo FM11 with Hymix P2 mixer unit includes the latest technology including a fully automatic gearbox, 11 litre 370HP engine for greater economy, lower N3 chassis design to give greater visibility, nearside foot-well window fitted in production and more storage facilities for the driver. The Hymix integrated mixer unit has electronic CANbus controls both in the cab and the back of the truck. Adaptive brake control lane departure and advanced forward collision warning systems come as standard. Neil comments: "Although it is early days, this truck is fantastic to drive. Everything is designed to make life easier from the lighter vehicle, the automatic gears and the hands free phone. I've been driving concrete trucks since 1987 and collecting and delivering concrete couldn't be easier." Neil is one of 350 CEMEX independent haulier contractors and works out of Letchworth Plant.

BEST FOR COMMUNITIES

Helping The Environment By Barging Our Aggregates



June 2017 was a record month for us transporting aggregates by barge down the River Thames, saving approximately 320 road journeys. Record tonnages by barge of 10,300 tonnes sand and gravel were loaded at Dagenham Wharf and transported along the River Thames to Fulham, to meet the increasing demand for concrete by the London construction market. The tonnage represents the equivalent of approximately 320 road journeys by 8-wheeler HGVs.

CEMEX started barging down the Thames in 2012 and today, approximately three or four barge loads a week are transported by contractor, Thames Shipping Limited. So far this year, approximately 48,000 tonnes has been transported by this mode of transport. Mark Grimshaw-Smith, Head of Rail and Sea, commented: "Barging is just one of the alternative



modes of transport to road transportation. Combined with rail and sea freight this forms a significant link in our Supply Chain. Barge movements are on course to transport 50% more by volume than last year, producing a great environmental saving."

Strengthening Community Links With Local School At Wickwar



Keith Taylor, Assistant Quarry Manager at Wickwar Quarry in South Glos, reported that 33 primary school students and three staff visited the Quarry in July. The visit went well and helped to strengthen local community links. The aim of this visit was to raise awareness of the lagoons on site and the dangers to anyone entering them.

Keith set them a task of coming up with a logo/badge to be used on the Wickwar Quarry Newsletter. The selected winner is shown here in the picture. The Newsletter covers all of our business on site which includes the Block Works, Readymix Plant, Asphalt Plant, Sales and Quality, as well as Health & Safety. Our aim is to use this logo for a year and then the following year, when we have another visit from them or an alternative school, to come up with something different. It was interesting to see that they included some of the village environment, village clock and school, and they even brought in the logo of the village pub and the history behind it.

After a safety talk the students watched a video regarding fatalities in deep water in Quarries. They then went to the Quarry to learn about what we do and what the stone is used for. Our Technical Manager, Mark Mitchelmore, explained how the rock was formed many years ago. The children took trips in dumpers so that they could see the loading operations closer at hand, and also watch the crusher break the rock down.

All in all it was a very successful visit involving the local community in what we do.

BEST FOR EMPLOYEES

Thanks For Your Effort July Winner Is..... Gabriel Usuerlu – A Double STEP-IN!



Congratulations to Gabriel Usurelu, Readymix Independent Haulage Contractor in Area 15. Gabriel was delivering a load to a Laing O'Rourke site in Cambridge and STEPPED-IN when he was concerned for the safety of a traffic marshall. The marshall had stood in a blind spot danger zone in front of Gabriel's lorry prior to reversing to a concrete pump. Gabriel very sensibly turned off his engine, exited the cab and called to the



traffic marshall, explaining the danger. He then invited the marshall into his cab to explain the visibility issue who very much appreciated this explanation and care for his safety.

Gabriel Stepped-In in two ways - he stopped a potentially dangerous situation and he highlighted the hazard of restricted driver vision that will hopefully be more aware in the future. Well done Gabriel for looking after your colleagues!



This story was witnessed and reported by Technician, Mark Framingham and Adam Carty, who made the nomination, said: "This is exactly the type of behaviour and interaction we are striving for. Gabriel showed exceptional care and not only saved a potential accident but educated the banksman in a fundamental hazard of his role. This type of conversation on site is sometimes met with resentment and confrontation making it difficult to "step-in" for a driver who might fear upsetting the status quo. This is a great story which displays fantastic commitment to safety at a grass roots level. It is really good to also see Mark Framingham taking an interest in this activity."

More July Thanks For Your Efforts Heroes



There were eight Thanks For Your Efforts nominations in July, all of whom deserve our thanks for going the extra mile:



Matthew Wootton (Plant Manager) and Dave Ruddy (IHC Driver)

were extremely helpful and showed great attitude to resolve a breakdown at High Wycombe Plant. Berkshire Engineering had attended site in the morning for a repair that had not been completed correctly - they were unable to send back a fitter. Both Matt and Dave worked

on the Plant, and Hannah Hyslop kept Sarah Hawker, in Shipping, aware of what was going on. The Plant had over 100M3 booked on that day so they would have encountered serious service issues had the Plant not been running.

Michael McDonagh (Plant Supervisor), Dave Roberts (Company Driver) and Steve White (IHC) helped to ensure our valued customer, Malin Flooring, receive their 150m3 of concrete from our Huddersfield Plant after various issues on the customer's site. The last load was delivered at nearly 10.00pm, with everyone on the team working together to help the customer. A great job!

Martyn Johanson (Production Supervisor), Gary Cox (Wharf Operative) and Gareth Beechey (Wharf Operative) acted quickly when Area Health & Safety Advisor, Duncan Hargreaves, became unwell during a SHE Audit. It was decided that the best course of action was to take Duncan to the hospital straight away to fully assess him suddenly feeling unwell.

Kieran Hancock (Customer Service Agent, Concrete Blocks) was nominated because he "works his socks off every single day" for the customers and also for his team. He is always there to lend a hand in difficult situations and helps the transport team even though he is very busy. He is ALWAYS there for the customer's needs.

Marcus Hollingworth (Contract Draughtsman/CAD, Engineering) took over from Tony at a time when they are now looking to develop a number of new railheads. To do this they need to not just locate sites but check they work operationally by designing the site layout and re-working the rail track. Marcus has picked this up quickly and turns round requests for plans with different variants and options very efficiently. He also brings his own ideas into play. He really shows how we should all treat one another as internal customers.

Daniel Gibson (Transport Planner, Supply Chain (Asphalt)) is based in Rugby and works on the South West Area, predominantly taking orders and planning deliveries for Wickwar Asphalt Plant. During an incredibly challenging week when Wickwar had multiple breakdowns, Daniel dealt with this in a very mature and pleasant manner making sure all the customers affected were kept fully informed, even when it was bad news. Daniel handled this task in an extremely professional way. He also looked



at opportunities with his Team Leader and Planning Manager to see if any of the deliveries could be sourced from an alternative Plant within CEMEX.

Siobhan Edgar and Michelle Bolan (Next Day Planners, Aggregates). Since the Order Fulfilment system was implemented our weighbridge staff had issues where trucks could not be dispatched early in the morning. With the Planning Offices not opening until 7.00am, many trucks were being parked up in Quarries, leading to potential safety issues and customer deliveries running late. They decided to run a trial of 6.00am opening at Preston Brook and in the first instance manning it via staff working an extra hour overtime (a 6-4 shift). Michelle and Siobhan volunteered for this and it's been a great success, although a difficult ask in terms of their hours and the need to open up the Hub Office.

Institute Of Concrete Technology – Nominations For Courses Now Being Taken



Just a reminder that Nominations are now being taken for the next round of ICT courses starting in September 2017. The courses benefit staff from all areas of the business including Technical, Sales and Operations as well as employees within our Customer Contact

Centres. For more information, please click on the links below.

Please send your nominations by the end of the month to: GB-Cemex Learning/GB/Cemex

Concrete Technology Part 1- General Principles

http://cdm2.cemex.com/sites/UK_HR_Planning_Development/Operations%20and%20Technical%20Training/Product%20and%20Technical%20Training/Technology%20Course%20Descriptions/Concrete%20Technology%20Part%201%20General%20Principles%202010.pdf

Concrete Technology Part 2 - Practical Applications

http://cdm2.cemex.com/sites/UK_HR_Planning_Development/Operations%20and%20Technical%20Training/Product%20and%20Technical%20Training/Technology%20Course%20Descriptions/Concrete%20Technology%20Part%202%20Practical%20Applications%202010.pdf

Aggregate Technology - Aggregates in Construction

http://cdm2.cemex.com/sites/UK_HR_Planning_Development/Operations%20and%20Technical%20Training/Product%20and%20Technical%20Training/Technology%20Course%20Descriptions/Aggregate%20Technology%20Part%201%20Aggregates%20In%20Construction%202010.pdf

If you have any queries please contact the Learning & Development Team.

Welcome To Nicola Grayson – HR Business Partner, Cement Operations



HR Director, Jill Delaney, is delighted to announce that Nicola Grayson joined CEMEX last week as HR Business Partner for Cement Operations, and she will be meeting colleagues during her induction in August.

Nicola is based in Rugby and joins us from financial services company, Triton Partners, where she has worked in HR roles since 2013.

Welcome to CEMEX Nicola!



New Area Manager For Readymix And Mortars, West Midlands & Staffordshire



Regional Director, Steve Large, was pleased to announce last week that Mark Owen, currently National Commercial Development Manager, is appointed as the Area Manager Readymix and Mortars for the West Midlands and Staffordshire.

Mark brings with him significant Readymix and Mortars experience and will take up his appointment on 1st September 2017. "We look forward to him joining the Readymix Central team" said Steve.

The Old And The New From Wickwar



Thanks to Frank Hogg for sharing the two pictures shown here from Wickwar Quarry, with contrasting images of our trucks and employees over the decades.

The name of the company on the old black and white image

is: "The Wickwar Quarries Ltd, Charfield, Glos" and it's fascinating to see the difference in both working attire and the old versus new trucks.



If you have any old historical images of our operations from days gone by, please send them to UK NEWS or share them on Twitter.

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
238-08-2017	Digital Channels Manager	Marketing	Rugby Office	25/08/2017
239-08-2017	Assistant Quarry Manager	Aggregates Northern	Forest Hill Quarry	25/08/2017
240-08-2017	Maintenance Senior Fitter	Building Products	Somercotes Derbyshire	25/08/2017



241-08-2017	Plant Manager	Asphalt	Forest Wood Asphalt Plant	31/08/2017
242-08-2017	Plant Manager	Asphalt	Wickwar Asphalt Plant	31/08/2017
243-08-2017	Multi Skilled Operative x 2	Asphalt	Liverpool Docklands	25/08/2017
244-08-2017	Plant Supervisor	Asphalt	Liverpool Docklands	25/08/2017
245/08/2017	Plant Supervisor	Asphalt	Liverpool Huyton	25/08/2017
246/08/2017	Assistant Quarry Manager	Scotland	Temple Quarry	22/08/2017

For details on roles and a full listing of weekly 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.





2017 ECO Driver of the Year

'The Keith Lacey Memorial'

The top 10* for fuel efficiency between 3rd April and 30th September in your respective ALM area will be placed into a hat and a winner will be drawn out at random.

The Finals day will be hosted by Mercedes Benz and consist of:

On Road assessment

Reversing

Walkaround check

Quiz

Mystery Event

Off Roding in the UNIMOG!



The overall winner will then be crowned CEMEX 2017 Driver of the year, and win a Racing event at Brooklands.

All finalists will receive a Mercedes 'goody bag'

*For locations where 10 is not appropriate then a reduced figure will be used.

