



Welcome to UK News 11th Oct 2017
your weekly update from around CEMEX UK

View UK News on: www.cemexuknews.co.uk

Follow us on twitter too: @CEMEX_UK

BEING THE BEST FOR FAMILIES

Take Care Around Spillages



Last week an incident during the previous week was confirmed as reportable and therefore added to the statistics retrospectively.

In the incident an employee was asked to clear spillage from around a field hopper. After locking out the conveyor the employee attempted to remove a guard, but due to settlement it wouldn't come free. On attempting to reinstall the fixing bolts for the guard, the holes didn't line up so the employee attempted to lever the base of the guard with a hand shovel to realign the holes. Unfortunately, the shovel slipped causing the employee to fall forward and strike his knee on a section of protruding threaded rod used for tail drum adjustment.

There are a number of learning points from the incident:

- Minimise spillage wherever possible
- Consider maintenance requirements when designing guards
- Remove or protect protruding tracking rods

Always use the right, well maintained tools and equipment for the job.

LTI Free Congratulations



A number of operations reached injury free milestones last week, helping to demonstrate that there is no reason anyone should suffer an injury at work:

- | | |
|--|--|
| • Aggregate Logistics, Lincolnshire and Washwood Heath Areas | - 13 years LTI free |
| • CEMEX Rail, Somercotes Factory | - 13 years LTI free |
| • Readymix London | - 1 year TRI free
(last LTI 10.03.08) |
| • Asphalt UK Operations & Asphalt Southern Region | - 1 year LTI & TRI free |
| • Readymix Northern, Yorks and Humberside Area | - 1 year LTI & TRI free |



Congratulations go to everyone who has contributed to these successes by working as a team to look after themselves and each other.

Somercotes Takes A Stand For Hands



On Monday 9th October our Rail Solutions site at Somercotes stopped all production to highlight to all its employees and agency staff the importance of our hands.

Production Supervisor, Sonny Netto, gave a presentation to all and highlighted the need for us all to think before we do any task.

The small task set out within the presentation was carried out with some members of the team having to carry out simple tasks without the use of their thumbs; this was a great eye opener for all within the room. There was great team involvement and some good all round participation.

Safety Alert – Falls From Height



Falls from height are the most common cause of workplace fatal incidents across UK industry, accounting for approximately 40 deaths a year; only three years ago a 31 year old contractor died when he fell through a fragile roof on one of our sites, leaving behind a pregnant wife and three year old child.

With this in mind, it was particularly concerning to learn that an employee would put his life at risk by accessing a clearly signed fragile roof, three metres up from the ground, to clear aggregate spillage.



The attached Alert details the incident and relevant learning points. Please take the time to discuss the Alert with your teams, highlighting that “***There is no production need, competitive advantage, cost or time saving measure that is worth an injury of any kind to any person.***”

Please also display the Alert on relevant notice boards.

HEALTH AND SAFETY INFORMATION AND RESOURCES CAN BE FOUND AT THE FOLLOWING LOCATION: http://cdm2.cemex.com/sites/UK_Health_Safety/default.aspx

Building Products Contractor Health & Safety Forums



Two contractor Health & Safety forums have recently taken place at our Buildings Products sites of Somercotes and Northfleet with more than 15 key contractors. Engaging effectively with contractors is paramount in our journey towards zero injuries, and these events help achieve this. Further forums are planned in Scotland and Wick over the next few weeks.

Well done to the teams for organising these and helping to keep everyone safe.



Health And Wellbeing Checks



Each year our Occupational Health provider, RPS, produces a high level report on the headline findings from the health checks performed on employees. No individuals are identified in the report - it is a summary of overall trends to help us formulate our health strategy. The information gives an indication of how well our health promotion and workplace interventions are working, with the overall

objectives of reducing risk from occupational health conditions and improving the health and wellbeing of our employees.

RPS has provided our occupational health needs since 2013 and in that time have carried out over 5,000 individual health checks. Most employees are seen every two years with those at higher risk of exposure to occupational health risks seen more frequently.

For the first time this year the data has been compared to UK public health data, to determine how well we are doing in improving the health of our employees. What the data suggests is that the average CEMEX employee is healthier than the general population. This is good news and furthermore we are seeing an improvement in key health indicators:

- Reduction in obesity
- Fewer people smoking
- Improved blood pressure
- Lower cholesterol
- Lower incidence of diabetes
- Improved skin condition – possibly helped by the gloves policy in operational areas
- Lower incidence of respiratory disorders

A couple of areas where further work is needed are musculo-skeletal disorders and noise/hearing issues, with plans to focus on these areas in the next 12 months.

At the beginning of 2017 the option of a blood test was introduced and so far 50% of employees have elected to take advantage of this additional benefit. The test results are a good indication of your overall health and can give early indicators of potential health problems.

Over 30% of employees having the test were advised to seek further medical help from their GP and, while most would have been for advice on reducing cholesterol levels or weight loss, there have been some more serious conditions identified. Some individuals have shared their stories with us in the hope of helping to promote the benefits. One example is of people finding they are pre-diabetic and thereby being able to make lifestyle changes to help prevent the full onset of the illness.

In conclusion, the latest data indicates that our overall health and wellbeing strategy is beginning to have an effect in improving the health of employees. As well as awareness campaigns, there have been exercise campaigns. (The Pedometer Challenge was held for the fourth year in 2017), weight loss clubs, healthy eating initiatives, (fruit at work), and even “Lend-A-Hand” events where employees usually in sedentary roles get the chance of physical work for a day.

It is important that everyone attends health surveillance whatever their role, in addition to ensuring your work is not causing you harm it will also give you insight into your overall health and enable lifestyle



changes to be made if necessary or desired. Being fit and healthy is a personal choice, but being harmed by your work is unacceptable so ensure you have the necessary checks.

BEING THE BEST FOR CUSTOMERS

Scotland's Superior Customer Experience....



Congratulations to Heather Marshall and her team. Breedon were unable to complete an order for Allma at Bishpoton and within three hours of receiving the call we had 40m3 delivered. Well done to Heather Marshall and her team for this swift response.

Malin Industrial Concrete Floors in Area 12 commented that the service was excellent throughout the 417m3 pour delivered from Whisby Plant on Thursday.

What The Customers Said This Week.....



Readymix Area 14 has completed the first delivery for Sam Perks after reactivating his account. Sam commented on the excellent service and product he has received throughout the whole process - from the original enquiry to the placing of the product.



Readymix Area 15's customer, Stanford Floors, took the time to thank Peter Taylor at Bletchley for the general level of service over six days of pouring. It is also pleasing to report that the MD of Stanford also exchanged texts thanking us for the service they received.

Couldwell Flooring tweeted about their "excellent delivery and service from CEMEX". Well done to the team at Aylesbury.

Manchester Airport Project Takes Off



Work is starting on a new £1bn 'super-terminal' at Manchester Airport, RMX North West, after numerous meetings and technical submissions has secured the new Terminal 2 construction works for Expanded Piling and Structures, started in September.



The project has 5,000m3 concrete in CFA piling works and 35,000m3 concrete in main works in the Terminal, all to be completed by spring 2019. It will be testing times for our Altrincham Plant team/IHCs and Shipping team to deliver this prestige contract in such a short time.

The International Departure Lounge of Terminal 2 will form one of the key features of the transformation works, spanning two levels and 32,467m2, the space will feature new dining, retail and



seating facilities. An innovative double-storey green wall acts as the centre piece of the space. It is surrounded by bespoke seating, a children's playground and an expansive 'Market' with dining, restaurants, bars and retail offers.

BEING THE BEST FOR SHAREHOLDERS

CEMEX And CLH Selected For 2017 FTSE4Good Emerging Latin America Index



CEMEX announced recently that it has been selected, together with CEMEX Latam Holdings, its Spanish subsidiary that is publicly listed in Colombia, as members of the 2017 FTSE4Good Emerging Latin America Index, recognising the performance of both companies on environmental, social, and governance practices.

CEMEX was recognised as one of the top 10 constituents of the 2017 FTSE4Good Emerging Latin America Index, which comprises over 100 companies from Brazil, Chile, Colombia, Mexico, and Peru.

Please read the complete press release: <http://cmx.to/2ypQrUT>

BEING THE BEST FOR COMMUNITIES

Lincoln Legs!



Congratulations to the CEMEX team who ran the Lincoln Half Marathon on a wet and windy Sunday morning, raising money for Cancer Research.

Well done to James, Thom, Dave, Michael, Jon, Ryan and Billy.

Asphalt and Paving Solutions working together in and out of work.

Little Mix Delivers For CEMEX



The Yorkshire Area entered Clifton Wood Soap Box Derby Challenge recently in aid of Bluebell Wood Children's Hospice.

John Parker commented: "Many thanks to everyone who came to support us; Gordon, our driver; Roger, Wayne and James, the pit crew, and James' daughter, Milly, who was the team photographer."



A great day was had by everyone with lots of interest in Little Mix showing our support for the local community.

There was no trophy this year but with a little bit of engineering..... roll on the next race. Next year it would be great to see a tanker or tipper if anyone is up for the challenge? So far this year we have raised £1,700 for the hospice with another £1,300 needed."



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. More information about this organisation can be found at: <http://www.bluebellwood.org/our-services/>

And to donate please visit: <https://www.justgiving.com/fundraising/John-Parker19>

Partly Plastic Roads.....



The article below is from BBC Cumbria. It explains how a local Asphalt producer (Jobling Purser) have utilised a pelletised form of recycled plastic and used this to make Asphalt.

Cumbria County Council have approved the mix and are now looking to use the product on new jobs. They also achieve a RAP usage of 30%. The link to the Jobling Purser Plant is below:

<http://joblingpurser.com/hespin-wood-asphalt-plant/>

Here is the article:

"Partially 'plastic' roads are being introduced around Cumbria following a successful trial by the County Council. The authority was the first in England to incorporate a plastic-based material made from recycled waste into the standard asphalt used in resurfacing.

After a few smaller projects last year, it was used in the recent £200,000 resurfacing of the A7 in Carlisle.

The Council said it was "very pleased" with the results and would be rolling it out in a number of other locations.

For the A7 works, using the recycled plastic material involved the equivalent of off-setting 500,000 plastic bottles and more than 800,000 one-use plastic carrier bags.

Stephen Hall, Cumbria County Council's Assistant Director for Highways, Transport and Fleet, said: "Our industry does have a significant environmental impact - we use a lot of oil-based products and aggregate that comes out of Quarries. So any opportunity that we get to try and mitigate some of that has to be of benefit."



BEING THE BEST FOR EMPLOYEES

Important - Employee Engagement Survey - 16th-30th October - Have Your Say!



Our Engagement Survey runs between 16th and 30th October and I would appreciate it if you could take the time to complete the Survey. Those with CEMEX email addresses will receive a link from our third party consultant, Kenexa, to complete it. People without CEMEX email addresses will receive a paper survey from their Manager.



The Survey is completely confidential and I encourage you to give your honest feedback.

There are 45 questions plus 2 open questions for comments – it will take between 15 & 20 minutes to complete. The scoring is on a six point scale as follows - 1 – Strongly Disagree; 2 – Disagree; 3 – Neither Agree nor Disagree; 4 – Agree; 5 – Strongly Agree; 6 – Not Applicable - please

choose carefully when responding.

If you select '3' it is very difficult to identify engagement frustrations and engagement factors, as no real opinion is expressed. It is more helpful when a clear opinion is stated, and actions can be taken to improve. We encourage people to select 1, 2, 4 or 5 for this reason, and be careful regarding 6 (non applicable) – please double-check whether something really does not apply to you before scoring 6.

Here is some clarification on the meaning of phrases in the questions –

CEMEX refers to the company and to all business units where we operate (global perspective).

My immediate supervisor/Manager refers to the person to whom you directly report.

Company refers to the 'Business Unit' (country) where you work.

Business Unit Leadership refers to Country President/Directors and their direct reports (Vice Presidents and Directors).

Department/Area refers to the functional area in which you work.

A customer refers to the people who you directly provide services or support. They can be internal and/or external customers.

When answering, please think of your own personal experience at CEMEX, working at your site, with your team and with your Supervisors and Managers.

I hope you are up to date with all the "Voices Into Actions" improvements which have been made through talking with your Line Manager, reading weekly UK News bulletins online; reading CEMEXPRESS editions at your home; following your business Shift communities; attending our annual Roadshows; participating in local team meetings.

Please make a note of the survey dates and make the most of your opportunity to HAVE YOUR SAY on Engagement.



Thorpe Office To Close



It was announced this week that the Thorpe Office is to close in June 2018. The staff at the Thorpe Office are under consultation and it is hoped that most will opt to relocate to the Rugby Office. A conditional deal to sell the Thorpe building was signed last week.

Michel Andre explained: "The plan is to move all the current corporate job roles to Rugby and create one UK Corporate Office in our building in Evreux Way. This will enable smoother working between our

corporate functions and help make us all one CEMEX."

No More Jokes About Flip-Flops Please!



After almost 30 years working for the company in the South-East Readymix business, Area Manager, Nigel Tozer, has been appointed General Manager & Head of Construction segment for TCL/RML in Trinidad and Tobago - reporting to Jose Luis Seijo Gonzalez, CEO/Director TCL Group. Swapping his wellies for some flip-flops, he's departed for Trinidad with his wife last week to take up his new role. This is an excellent example of the opportunities available within CEMEX for employees to widen their experience in very different markets on the

other side of the world.

Nigel joined RMC Thames Valley almost 30 years ago as a Readymix Shipper at Eversley, near Camberley and soon became a Sales Representative. He helped to establish the new sales office at London, Colney when it moved from Pangbourne and spent the next ten years working in Sales in the West London area. Nigel then decided to move into an operations supervisor role at Kingsmead with responsibility for twelve Plants. He said: "Everyone thought he was mad doing this", but he wanted to gain people management experience. He greatly enjoyed the next three years working with the operations and maintenance teams, and it proved to be very beneficial in his future career.



In 2005 he became a Multi-Product Sales Manager in Aggregates and Readymix, then when RMC was acquired by CEMEX he was appointed Cluster Manager for Kent, Thames Valley and Surrey - the position he has held up to now. Recently Nigel started to think about broader promotion opportunities and broadening his horizons. In one to one discussions with Marcus Rappensberger he was encouraged to apply for some overseas roles within CEMEX and started to put the feelers out. When he was made aware of the role in Trinidad and Tobago he said he never really thought it would come off, but said he received excellent support and help from Derek O'Donnell, Lex Russell,

Marcus and the HR people in both businesses. Throughout the negotiations he said CEMEX was very thorough in facilitating this significant opportunity for his career.



Nigel explained that his new company TCL (Trinidad Cement Ltd) is a cement business with operations on 20 Caribbean islands, and CEMEX has a 20% share in the business. TCL bought RML which is a Readymix business in the West Indies, and on Trinidad and Tobago there are four Readymix Plants and one Quarry. The two businesses have benefitted in the past from help, advice and best practice sharing from other CEMEX expertise, particularly from UK and USA where people speak the same language.

His early tasks include finding a nice place to live for himself and his wife on the island of Trinidad, which is about 50 miles long by 40 miles wide, and is located about six miles east of the Venezuela coast. He said he is now familiar with all the jokes about beach towels and flip-flops, and is looking forward to a whole new chapter in his working life. It is a real win-win situation - CEMEX TCL/RML benefits from Nigel's long experience in our business, and Nigel has pushed himself out of a comfort zone and into an exciting new challenge employed by the same parent company. It's a great example to follow - if you want to make a move within CEMEX, talk to your boss and push to make it happen!

Everyone in CEMEX UK sends our best wishes to Nigel for every success in his new role.

40 Years For Andy



Well done Andy Mills on reaching a whopping 40 years service with us. Andy is Building Products, Area Sales Manager for Distributors.

Thank you for all your years of hard work and dedication Andy.

15 Years For Ken



Congratulations to Ken McAlpine who reached 15 years service.

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

Technical Development Programme Pave The Way At Buxton



TDP visit Concrete products
Buxton block and slab plant.
October -17



The Technical Development Programme recently visited Buxton Block and Slab Plants in the Concrete Products division.

The group spent time with Product Standards Manager, Anthony Green, and National Accounts Manager, Victoria Elliott, learning test methods - commercial as well as product knowledge - over three days of training.



Tours of the Block and Slab Plants were arranged to aid the delegates in their development for the future.

The delegates - Jack Tipper, Sean O'Donnell, Jamie Deere, Luke Topp, Aaron McArthur and Fraser Tannock, would like to thank all at Concrete Products for their time and hospitality shown.

Cross Plant Visits



As part of the Engagement Survey feedback, the Building Products teams mentioned that they would like to see other Plants in an effort to learn from others, as well as impart knowledge that they themselves have learned over the years.



To kick off these visits Paula Carson and Jordon Hercock from Buxton visited Wickwar whose Plant is made by the same German manufacturer and is similar in age but still different!

They found the visit very interesting and came away with valuable insights into another one of our Plants. This trip was quickly followed by Jon Leach, Neil Farrow and Chris Bush from Lenwade, visiting Northfleet. The team picked up on some improvements that they could implement in their Plant.

The value of sharing best practice can't be underestimated and helps on our journey of continuous improvement.

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
286-10-2017	Assistant Quarry Manager	Aggregates	Berkswell Quarry & Landfill Midlands	22/10/2017
287-10-2017	Continuous Improvement Leader	Aggregates South West and Wales	Wenvoe	11/10/2017
288-10-2017	Relief Plant Supervisor	Central Readymix/Area 16	Staffordshire	13/10/2017
289-10-2017	Cash Sales Agent	UK Readymix	Rugby	16/10/2017
290-10-2017	Operative	UK Materials	Leamouth Wharf	23/10/2017
291-10-2017	Relief Plant Manager	Readymix Northern	Merseyside	24/10/2017
292-10-2017	Laboratory Technician	Concrete/Readymix	National Technical Centre - Southam	24/10/2017
293-10-2017	Multi Skilled Operative	Materials Northern Asphalt	Leyburn Coating Plant	31/10/2017

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.



UK SAFETY ALERT

UK SA23/2017 – 09.10.17

Display Until
03.11.17

UNSAFE WORK AT HEIGHT RESULTS IN DISMISSAL

Details of Incident

The consequences of an unsafe act recently resulted in a disciplinary investigation and subsequent dismissal of an employee at one of our plants. The employee decided to climb over a handrail, and step on to a clearly signposted lightweight fragile roof to clean spilled aggregate which had built up on it.

This unsafe act, which was a clear breach of plant rules, placed the employee in danger; the roof is approximately 3m above the ground, had no edge protection barrier and is not designed to support access.

It is only 3 years since a 31 year old contractor died when he fell through a fragile roof on one of our sites, leaving behind a pregnant wife and 3 year old child.

Key Review Points

The employee clearly behaved unsafely, adopting the following will help keep us safe:

- Wherever practical avoid the need to work at height.
- **STOP** and **THINK**, then **CHECK** everything is safe before you act.
- Review plant rules and working at height procedures on a regular basis.
- Provide appropriate training and supervision.
- Ensure all work at height is properly planned in advance, approved by a Supervisor and controlled with a Permit to Work.
- Adopt and follow safe systems of work.

Key Findings

- Falls through fragile roofs and roof lights account for almost a fifth of fatal falls from height across UK industry.
- The operative had worked for us for over 5 years.
- He had been trained in safe working at height and had signed as having understood the plant rules.
- The Supervisor was off site when the incident occurred.

How Could This Incident Have Been Avoided?

- By stopping and thinking and seeking guidance on how to proceed.
- By following rules and not disregarding warning signage.
- By adopting a safe system of work.
- By ensuring work at height is properly planned in advance and approved by a Supervisor with a Permit to Work.



Section of roof the employee climbed on, with footprint at the roof edge

REMEMBER: *There is no production need, competitive advantage, cost or time saving measure that is worth an injury of any kind to any person*

Look after yourself and each other

Don't let anyone act unsafely, always stop unsafe practices.

Working At Height

Use appropriate access equipment and fall protection.

Safe Systems

Follow safe systems of work, site rules, signage and traffic signals.

