



Welcome to UK News 17th Oct 2017
your weekly update from around CEMEX UK

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BEING THE BEST FOR FAMILIES

A Message From Michel



Dear All,

It is sad but overall very frustrating to have to report a contractor LTI after 17 weeks LTI-free in our organisation (see next story for details). And, what is even more frustrating, lies with the conditions that made this incident possible according to preliminary investigation conclusions that tend to raise a too long list of inadequacies with our procedures, starting with sub-optimal training and induction processes and failure to comply with the policy to wear

proper goggles during the discharge of cement in any of our site. Not complying with the latter puts anyone in situation of immediate danger! I believed this was well known and respected in our organisation.

After investigations are completed, if necessary, proper discipline actions along the chain of command will be taken.

With this fifth incident in Scotland for the year, Scotland is clearly our main regional hot spot regarding safety which is triggering special attention from Operational VPs, Chris and Lex, who will be organising, in coordination with Andy, a specific audit of current operating conditions and degree of compliance with our ONE CEMEX's policies.

With this being also the fifth incident for the year in our Logistics operations, Logistics being confirmed as a hot spot, I requested Dave Hart to reinforce our safety management process and to ensure me that policies are properly respected moving forward. It is indeed beyond imagination that in 2017 drivers decide not to not wear proper goggles when delivering cement. We, as management, must be inspired to do more and better in order to prevent such individual behaviours.

Keeping this incident in mind, I urge everyone to stay alert and conscious of risks - always STEPPING IN when we perceive any unsafe behaviour or risk. Consistency and risk awareness form the corner stone of consistent safety performance.

Best regards, Michel



LTI This Week – Chemical Burns To Eyes



Unfortunately we have to record our first lost time injury in 17 weeks following an incident at one of our Plants where a contract tanker driver suffered chemical burns to his eyes whilst discharging cement. The driver had noted a leak at the junction between the delivery hose and the silo inlet, so attempted to release and then reconnect the securing clamp. Regrettably, he failed to consider that the line contained product under pressure and powder was blown into his face. It is estimated it will take the driver up to seven days to fully recover from his injuries.

An investigation is underway to establish the root causes of the incident, which will be shared via a Safety Alert, however, the following apparent shortfalls in the application of our procedures have already been identified:

- The driver was undergoing training in the use of cement tankers and may not have been signed off as fully competent.
- He did not hold an MPQC Driver Skills Card and this was not verified at the dispatch terminal or delivery point.
- He was not given a full induction at the dispatch terminal.
- There may have been a fault on the silo equipment.
- He was wearing safety glasses, rather than safety goggles.

It is essential that procedures are rigorously followed, without deviation, if we are to avoid injuries such as this.

Dust Mask Face Fitting



Scott Saunders, AQM at East Leake, has carried out face fitting for the wearing of dust masks at East Leake Quarry. He has also carried out the face fitting of staff at Cromwell Quarry.

Remember, this should be updated every two years as the contours of the face can change.

When did you last fit yours?

LTI-Free Congratulations



To East Leake Quarry for reaching 15 years LTI-free. Alan Smith, Quarry Manager, commented: "I am very proud of my team on this achievement, however, we must stay focused to continue this and go on to maintaining this goal. I would also like to thank the contractors that have worked on our site over this time period and we will give them feedback on this when they visit our site.

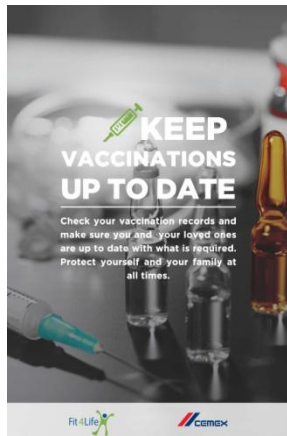
Missing from the photo is Matt Maddison who is still helping out at Willington whilst we prepare to start operations again."

Pictured left to right are Adrian Turner, Gren Roberts-Gunn, David



Seagrave, Scott Saunders, Alan Smith, Robert Hiorns and Brian Turner.

Winter Flu Vaccinations



Flu is an unpredictable virus that can cause mild or unpleasant illness in most people. It can cause severe illness and even death among vulnerable groups including older people, pregnant women and people with an underlying health condition.

Over time, protection from the injected flu vaccine gradually decreases and flu strains often change. So new flu vaccines are produced each year which is why people advised to have the flu jab need it every year too.

Now is the time of year when people are advised to have a vaccination jab to help protect from or reduce the symptoms of flu. Some people in the higher risk categories get the immunisation free via the NHS. For others the jab is widely available through local pharmacies or local GPs. As usual, CEMEX will reimburse the cost of the vaccination for those that are not entitled to a free

jab. All that employees have to do is provide their Line Manager with an itemised receipt and they will arrange for you to be reimbursed the cost of up to a maximum of £20. Please note that some branches of Asda are offering the jab for £5.

Flu jab side effects

Serious side effects of the injected flu vaccine are very rare. You may have a mild fever and aching muscles for a couple of days after having the jab, and your arm may be a bit sore where you were injected. There is also evidence to suggest that the flu jab can reduce your risk of having a stroke.

As well as flu vaccinations, you should make sure all your 'jabs' are up to date; not only those you had as a child, but if you are planning to travel abroad. Ask your doctor which vaccines are right for you. Please display the Health Essential poster and 'Key Messages' on notice boards and brief your teams in the importance of keeping vaccinations up to date.

Note for Managers: Requests for reimbursement should be sent to the HR Admin team at Stockton using the form available on the [SHIFT Health Community](#)

BEING THE BEST FOR CUSTOMERS

It's Rocking, The New CEMEX Brand, neogem



A new CEMEX brand of high performance aggregates, **neogem**, was launched last week at the NEC UK Construction Week. Kurt Cowdery and his team of **neogem** experts: Jeff Sewell, Natalie Hodson, Ian Phillips and Phil Egan, worked tirelessly through the three day exhibition, introducing customers to our new brand.

One of our north-west Sales Representatives, Jacqueline Horabin, visited the stand with one of our customer's and said: "The stand



looked great; my customer was impressed and enjoyed the event. I also picked up a couple of leads whilst I was there!”

neogem aggregates are specialist, high quality aggregates, whose intrinsic properties have been developed to meet the essential needs of five sectors in the market – Agricultural, Environmental, Industrial, Landscaping and Sport. John Miller, Commercial Director, Aggregates, commented: “Our new neogem brand covers the extensive range of minerals that our Quarries have to offer, from the finest sand to the largest boulders. Each type of aggregate has different properties which can help with a task and provides a much needed solution for customers. neogem is a global brand, but the products we offer are very much local aggregates from Quarries in England, Scotland and Wales which will help local customers.”



Oh And We Won Best Stand!



As well as showcasing neogem our CEMEX UK stand at the Construction Week in the NEC, Birmingham, won Best Stand Award!

Congratulations to James Fairclough and team for designing and producing such a brilliant stand with the support of CRG and many of our employees. Construction Week is the UK's largest construction trade show and was attended by many of our key stakeholders including customers, architects, academics and engineers.

Lex Russell, VP for UK Readymix, commented: “Considering the scale of the event and the size of some of the other companies who exhibited this was a fantastic achievement. It did not happen without the hard work, dedication and commitment of the team who invested a crazy amount of effort and time into the exhibition. Well done and a massive thank you to all of them.

I would like to share with you a video that gives a snap shot of our stand at the exhibition. Hopefully you feel the same pride that I did when I watched it. In CEMEX we always aim to be the best and through the talent of our employees we showed what can be achieved.”

https://www.youtube.com/watch?v=0v9I_6DSGJo



Mersey Gateway Bridge Opens As South Plant Comes Down



On Saturday 14th October the £600m Mersey Gateway Toll Bridge opened just as the second of the two site Plants was taken down and moved off for its involvement in the next major project CEMEX secures, in helping to build a Greater Britain.



Over the past two and half years we have supplied over 156,000m³ from the two site Plants, with over 9,000 separate pours supplied, with a large proportion of out of hours working. Within this we have completed 22 choreographed pours of over 1,100m³ each for the main river approaches on both banks, referenced as MSS pours, using a Movable Scaffold System (MSS) for some very complex and precise pours, with technically demanding mixes.

Paul Cheeseman, CEMEX Operations Manager, commented: "I am very proud of all the team involved in making this project a success. Our small operational team has had to endure long hours, frequently at short notice; had to overcome a variety of challenges, the biggest probably being a site power failure part way through a 1,200m³ pour at 7pm at night, which saw our contingency planning kick in without any noticeable effect to the client.

We have been well supported locally by our Technical Department, who have also endured challenges, with the client looking for a tolerance window of 10mm either way on consistency on all the deck pours and MSS pours - this was on top of a project where every load supplied was tested by the client for consistency. Our aggregates, cements and admixture colleagues have served us well and managed any issues with good communication through to resolution. All of the pours were placed with Preston Brook Planning office, with the Planning team also meeting the daily challenges the project threw at us and their support and assistance was greatly appreciated.

Having now taken time to step back and view the completed structure, it is testament to our ability as a business that we have had a successful involvement in such a complex engineering feat."

Up From The Rubble... Liverpool Asphalt Plant Is Born



The new Asphalt Plant in Liverpool's Docklands, Brunswick Place, is almost up and running. The site has been transformed from



rubble and tyres to a modern, squeaky clean, shiny new Asphalt Plant.



CEMEX UK secured the lease on the site and work started to clear it in December 2016. Once up and running the Plant should be capable of supplying 160 tonnes per hour.

It Takes A Whole Team.....



We recently secured a project for Dyer & Butler Ltd at Bulford MOD tank track and wash down facility on the Bulford Campus at Salisbury Plain. The job was serviced from our Amesbury Plant.



The VAP mix agreed upon was CEMEX MICROTECH S MICROSILICA. This part of the project involved the construction of a tank track (road) from one of the tank exercise areas to a new wash down facility where the tanks are serviced and cleaned. As the title states: IT TAKES THE WHOLE TEAM to produce this production and technically-demanding product in a safe and timely way.

Everybody really pulled together, including the hands on involvement of Steve Thorpe and Dan Seller for fine tuning of the mix and batching process. A big thank you to Elliot Webb, Plant Manager, for producing a quality product and the considerable effort needed to switch materials from the 20mm Limestone back to our normal production materials for other products, and to Rob Zsigo for managing all of these elements.

The success of the contract would not have been possible without the input and effort of base IHCs, Ross and Will, and all involved including Area 24 external sales and internal teams at Rugby. Although Amesbury is plant shipped the support of Mariska's team at the Thorpe CSO was also a vital element of making this work. This is yet another example of CEMEX Helping to Build a Greater Britain.

BEING THE BEST FOR SHAREHOLDERS

Hammering The Records....



Another MASSIVE congratulations to the whole team working hard at Hamer Warren for the record breaking month for sales and production. They have broken the record in September with just over 20,000 tons of sales and production.

Christian Murphy, Hamer Warren AQM, commented: "I would like to say well done to the production team and sales team and keep up the great work."

Spear Phishing Protection



Email is one of our most important forms of communication. For this reason, criminals try to use emails to steal sensitive information, commit fraud, and damage computers. Usually criminals take advantage of the fact that potential victims can't see them to pretend to be coworkers, friends, banks, government departments, etc. and deceive their victims into doing things they should not do.

One popular deceptive technique used by hackers today involves them posing as a company employee and sending emails to other employees requesting them to open malicious links and attachments. For this trick, the hackers don't necessarily need to compromise a legitimate company email account; instead, they use other email accounts under their control and change the name and email address tags on the messages to legitimate email addresses and names, thus confusing the recipients.



Recommendations:

- If you receive an email or chat message that asks you to open an attachment or click on a link that appears suspicious or unsolicited, verify the message's legitimacy by contacting the sender through an alternate method of communication.
- If you suspect that your computer is infected, please report it to the Help Desk.
- Be wary of emails in which:
Someone tries to create a tremendous sense of urgency.

The sender's email address appears unusual.

CEMEX Fleet First To Obtain Carbon Neutral Certification In Colombia



CEMEX announced that it received the Sello Verde de Verdad (True Green Label), granted by the Colombian company Ecologic S.A.S., and the certification of neutralisation of greenhouse gas emissions linked to transport activities in Colombia, issued by the Colombian Institute of Technical Standards and Certification (ICONTEC Internacional). This certification makes CEMEX the first company in the country with carbon neutral certification on its entire vehicle fleet.

Through this certification, CEMEX joins Colombia's and other 190 countries' commitment at the 2015 United Nations Framework Convention on Climate Change, celebrated in Paris.

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

BEING THE BEST FOR COMMUNITIES

800 Year Old Oak Saved



Thanks to Frank Hogg's quick thinking this amazing 800 year old (plus) Oak tree has been saved from the chop by the local electricity company. The electricity company asked us (the land owners) if they could cut the tree down as their wires run through the canopy. Frank Hogg, Quarry Manager at Wickwar, contacted the Council Tree Officer and got the tree TPO'd to protect it. It would make much more sense for the electricity wires to be relocated, especially as the poles are in a state of disrepair anyway.

Well done to Frank for taking the steps needed to save this amazing Oak which has seen the history of the landscape unfold since the medieval Plantagenet King Edward the II's time, just before the start of the 100 years war with France!

The photo shows Frank's granddaughter appreciating the tree!



Rare Burying Beetle Spotted At Molesey



Whilst monitoring bats on our site in Molesey, Ross Baker from the Surrey Bat Group, noticed this colourful creature. It is a very rare Sexton Beetle.

Sexton Beetles require dead Carrion for their larvae to feed on - they actually burrow beneath the carcasses of birds and small mammals to bury them, lay their eggs underneath, forming a "crypt" - hence the alternative name burying beetle. Unusually in the insect world both parents remain with the brood to assist in feeding.

It is a slightly ghoulish insect to mention to the kids during Halloween!!

For further information please use the link: <http://www.wildlifetrusts.org/species/burying>

Breathing New Life Into Former Charles Nelson Cement Site



We were contacted recently on Twitter by a local company who purchased some land from us near Southam, Warwickshire where Rugby cement used to own a Cement Plant. It was originally the Charles Nelson cement and lime works which operated in the last century and closed in about 1945.



The site is adjacent to the Grand Union canal which was used for transport of incoming raw materials and outgoing finished products, which included cement, clay pipes and bricks. It has now been redeveloped into a waterways training centre where boaters can learn the finer points of navigating the canals on narrow boats. There was originally an arm of the canal which went into the cement works - this had been filled in and is now restored to its former glory.

Steve Vaughan of Willow Wren Training showed us some excellent pictures of the site at the turn of the century and the "before and after" pictures since they acquired the site from CEMEX in 2013. It was also great to see a picture of one of our trucks delivering readymix, Readymix Concrete, for the foundations of their new training facility - closing the circle nicely. If any local people are interested to visit, there is a public footpath running across the site, which is along the course of the old railway.

BEING THE BEST FOR EMPLOYEES

Remember To Have Your Say.....



This week sees the launch of the latest Employee Engagement Survey. Hopefully most of you will receive your 'Have Your Say' mug this week and a tea bag in your CEMEXPRESS, so you can have a cuppa and chat to your colleagues about work! Talk about what has got better, what



hasn't and then fill in the Engagement Survey on-line.

You have until the 30th Oct to fill it in and make your voice heard. There have been lots of actions taken from the last survey including: refurbishing some mess rooms; encouraging visits to other business units; creating new local communications forums for employees; rolling out LEAN training; introducing new communication channels; promoting employee 1-2-1s and working to create fairness with terms and conditions.

These actions are as a direct result of your survey feedback. So have your say again.

If you have a 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.

London Plants Get A Mixer Makeover



Readymix Area Manager for London, Nigel Bateman, commented: "London has taken a decision to refresh the Plant mixers with Stepney x 2, Canning Town, Croydon, Fulham and Wembley all being shot blasted and painted by the Plant staff themselves to a very high standard.



In addition to this, Plant mess rooms and toilet facilities were spruced up at Sydenham and Chiswick with brand new self-contained units.

New safety walkways were installed at Canning Town and Stepney, and Wembley Plant had a face-lift in many areas. Pictured is the mixer which was painted by the Plant staff.

Thank you to everyone involved for their hard work."

Area 20 Facelift



Area 20 is the most recent area to benefit from the £500k investment in our Plants across the country. Area Manager, Rob Sims, commented: "We have had some great feedback from the sites regarding the recent upgrades." Chris Wyld, Henbury Plant Manager, also commented: "The improvements have made his site safer and a much better place to work." Also Chris Connick, Blackwood Plant Manager, commented: "The site welfare improvements are great and the drivers are very happy with their new

separate changing facility."

Area 20 is setting high standards for facilities on the Plants and this has already helped improve morale in the region. And in addition to the Plant upgrades the photographs show the newly refurbished welfare facilities at Wick Shipping office.

VAP Screed training



Recently, National Screed & Mortar Technical Manager, Andy Nevitt, has visited several Plants



in southern and London regions to run through the screed production process. Andy has inspected everything from incoming raw materials to finished screed out on site and he has reported back a number of technical and operational improvements to the business.

A big thank you to Andy for his time and thanks also to everyone who has taken part in the training.

Readyscreed is one of our best-selling VAPs and long may this continue!

15 Years For Steve



Congratulations to Steve Smith, Asphalt Stourton, for reaching 15 years service.

Steve plays a key part in offering excellent customer service to our collect customers by knowing them at a personal level.

15 Years For Ken



Congratulations to Ken Macalpine, Gartshore Asphalt Plant Manager, for reaching 15 years service milestone.

It is a significant achievement and reflects Ken's commitment and loyalty to the company. Thanks for all your effort and support Ken.

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
294-10-2017	Business Performance Analyst x 2	UK Services	1 x Rugby Office, 1 x Preston Brook Office	19/10/2017
295-10-2017	Plant and Field Technician	Readymix Central	Area 14 East Anglia	26/10/2017
296-10-2017	Maintenance Manager	Central Readymix	East Midlands, Norfolk and Suffolk	26/10/2017
297-10-2017	UK Digital Support Manager	National Commercial	Rugby Office	27/10/2017
298-10-2017	Plant Operative	Southern Concrete/Readymix	East London plants	30/10/2017
299-10-2017	Production Leadinghand	Floors	Wick	24/10/2017

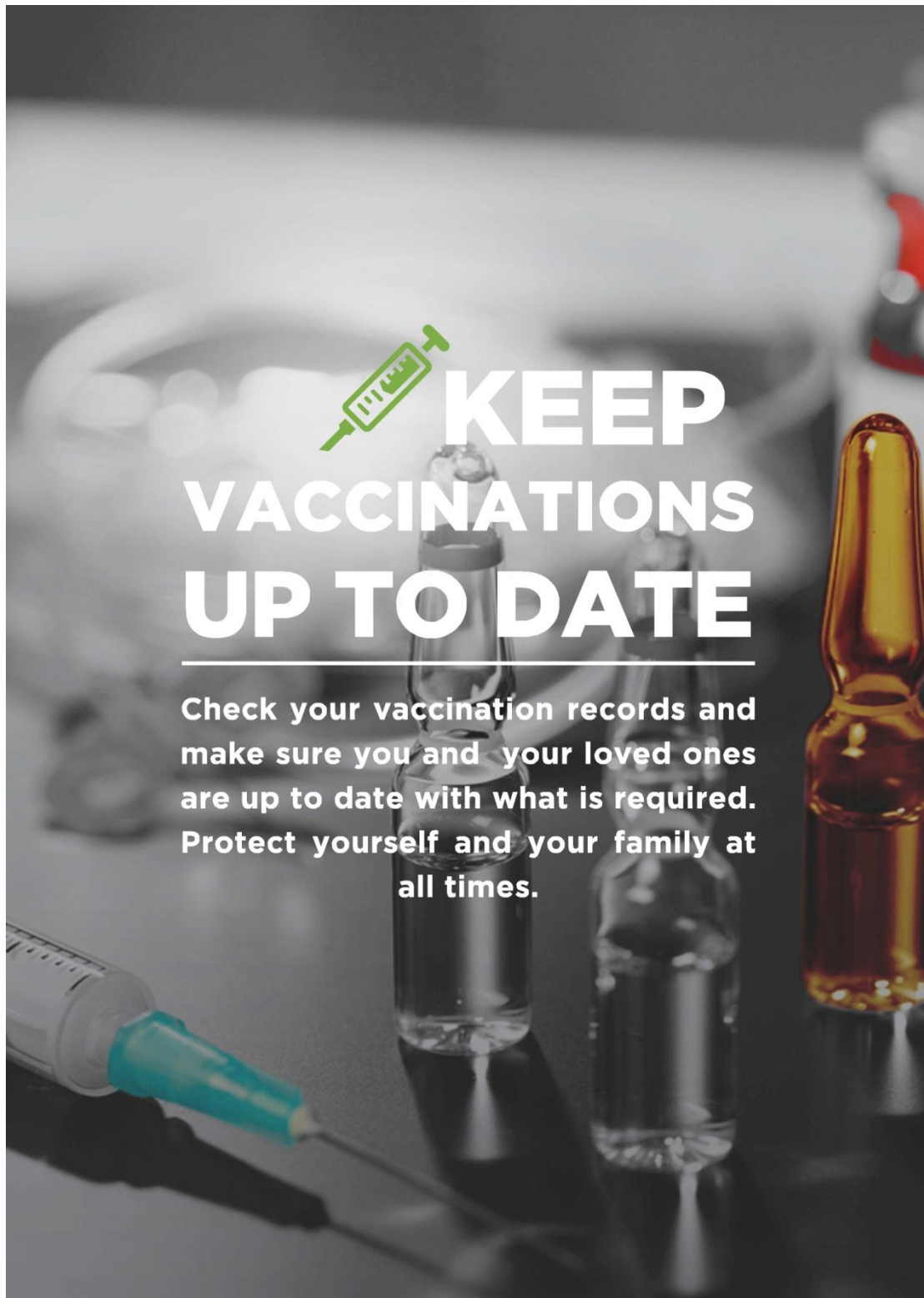
For further details on other roles and a full listing of other vacancies, together with information on how to apply, please log on to CEMEX Shift > My Services > Internal Vacancies>New IVCs.

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.





Keep vaccinations up to date



- Immunization is the process whereby a person is made resistant or immune to an infectious disease, typically by the administration of a vaccine
- Your need of vaccination doesn't end when you become an adult. The protection from some vaccines you received as a child can wear off
- Vaccines not only protect you, but reduce the chance you'll spread illness to the community
- The specific vaccines you need as an adult are determined by factors such as your age, health condition (e.g. diabetes, lung diseases, etc), job, lifestyle, locations of travel and vaccines you've received in the past.
- Ask your doctor which vaccines are right for you
- If you plan to travel abroad, and specially to risk areas, speak with your physician about vaccinations to consider (e.g. Hepatitis A, Yellow fever, Hepatitis B, etc)
- Having an up-to-date record is important because it shows if you are protected against vaccine-preventable diseases
- Your doctor can order a blood test to check your level of protection in case you don't have your record vaccinations
- Vaccine side effects are usually mild and go away on their own. Severe side effects are very rare
- You're never too old to get vaccines. Sticking to a vaccination schedule as you age gives you the best shot at long-term health

