

A REASON TO STAY SAFE



SEE INSIDE...



CUSTOMER SERVICE SUMMIT **3**



5



7

WHO DO YOU GO HOME SAFELY FOR?

If you can think of no other reason to stay safe, then think about the family and friends you go home for. This is why we call it **BEST FOR FAMILIES**

Since January this year, three people have not gone home to their families at the end of the day. All three of them were killed in incidents involving CEMEX in the UK. One was a pedestrian in London, who was killed in a road traffic accident involving a readymix truck. The second, in March, was a contractor who lost control of his vehicle and died in a traffic accident. The third was Jimmy Brownlie who worked at our West Calder block plant. He died in May, due to an accident at work.

This statistic is shocking. No one should even be injured, let alone killed at work.

Jimmy was 64, had a wife, two children and grandchildren. He was looking forward to a well-earned retirement. Instead he didn't go home at all.

Jesus Gonzalez, CEMEX UK President, recorded a short video for all UK employees summarising his thoughts and feelings about



this awful trend, just after Jimmy had died. The rest of this article is a summary of the video which you all should have seen. Please work together to make sure that we all go home safely to our families and we never have another incident like these again.

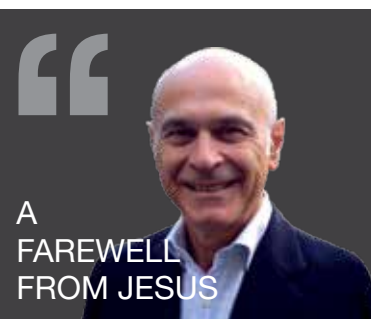
Jesus: "Last September in another video I gave you a message that we were on a bad trend and we needed to improve. This hasn't happened

and the trend is getting worse. So far this year we have had 33 TRIs on a rolling 12-month basis, with 14 LTIs in the last 12 months. The yellow line on the graph shows the evolution of our LTI frequency rate compared to number of hours we are working and you can see it is getting worse.

Contnd P4



Jimmy Brownlie



A FAREWELL FROM JESUS

After six years working with you in the UK as your Country President it is time to say goodbye. I have been promoted to a corporate position in our Global Headquarters in Monterrey, Mexico, effective July 1st.

This has been by far the most interesting and challenging job in my whole career and I have enjoyed working with you. I leave the UK with very good memories and very proud of our achievements working together as ONE TEAM CEMEX. I hope that I have contributed to make CEMEX UK a better company to work for.

Please join me in welcoming your new Country President, Michel Andre, and I hope that you support him in his new role.

We still have many challenges ahead - the most important being our Health & Safety. We all have the moral obligation to look after ourselves and our colleagues and to keep everyone safe. It is simply unacceptable that anyone is seriously injured or loses their life at work.

Thank you for your support during the last six years, and please extend my gratitude to your families for their support too.

STAY SAFE

Jesus

Jesus Gonzalez
UK Country President

HEALTH ESSENTIALS ARE FIT FOR LIFE!



Our health Essentials have now been refreshed and are being relaunched. Going home healthy, as well as unhurt after a day's work, is important so it's time to think a bit more about the 'health' in health and safety. The New Health Essentials have been developed by the Global Health Forum and agreed by the

Global Health & Safety Council. They aim to cover the most important issues we all face every day and to complement them a new Fit4Life logo has been designed. The plan for the New Health Essentials is to run monthly campaigns to help embed them into our everyday lives and many of our teams have already embraced the concept.

TEMPLE QUARRY TRACKS STEPS AND SLEEP

During March Martin Nairn, Quarry Manager at Temple Quarry, supplied his Team with an activity tracker. The idea was to raise awareness of the amount of activity and sleep everyone got in a day in the hope that they would take action towards a healthier lifestyle. Martin tells us, "The feedback has been excellent. Steps and sleep have become a



daily conversation topic. I've already seen improvements amongst the staff with steps increasing throughout the month. A different objective is set for each month with a £10 voucher going to the winner."

BREAK THAT FAST

Breakfast provides the body and brain with fuel after an overnight fast, which is where its name originates. Without breakfast you are effectively running on empty! Breakfast kickstarts your metabolism, helping you burn calories throughout the day. It also gives you the energy you need to get things done and helps you focus. The Logistics Team at Angerstein is just one of several of our businesses now offering a 'breakfast club'.



STRESS MEASURE

In CEMEX UK 15% of all our sickness absence is because of some form of stress! That's nearly 4000 days when a colleague didn't feel fit enough to come to work! Across the industry as a whole 400,000 days are being lost annually due to work related stress. This is why the recent 'Stop Make the Change' industry-wide stand down was so important. For CEMEX the day focused on mental health and fatigue. The company wants to help employees by recognising the early symptoms so we have introduced a 'Measure Your Stress Levels' course available on SHIFT.



NUTRITION DAY AT WASHWOOD HEATH

CEMEX Rail Solutions Washwood Heath have spent a day with a nutritionist to discuss what is best to eat and when is best to eat it. The Nutritionist Day is all part of the New Leaf Team who have been helping the Plant over the past year with health and well being. Terry Gillooly, Plant Manager, comments, "We have had a few ideas for our breakfast



club and have asked the guys on site if they have any thoughts on how we can improve things. This continues our focus on the health and wellbeing of all employees on site."

CHECK IT OUT!



In different areas of the business there are now monitors available for colleagues to check their blood pressure. One of them is at Angerstein Wharf in the quarry's Wellbeing Room and it potentially saved a life ... read on: "Hi, my name is Thomas Christopher Lutitt and I work at Angerstein wharf in Greenwich. I'm an Operative on days and I'm composing this email to personally thank CEMEX for introducing a health monitor system. I never realised how high my blood pressure was (195/90). I was close to having a stroke or even a heart attack until after using a blood pressure monitor that was implemented by the company. Only after being alerted to my condition was I able to get the help I needed from my doctor and the hospital. I am now on the road to a full recovery. I'm only 30 with a young family and it is a huge weight off my mind. Thanks again for the full support of the new procedures in keeping everyone in CEMEX safe".



WEIGHBRIDGE WEIGH-INS

"Although the staff at Stourton Asphalt Plant are generally in pretty good shape," commented John Beard, red body warmer-wearing Plant Manager, "we took the pledge to either maintain our level or improve on it. We all had our 'weigh in' to a grand total of 620kg. We will revisit in a couple of months and see if we are true to our word".

TECH TEAM WEIGHS IN

After returning to work in January, Noel Dixon's Technical Systems team (Raw Materials Team) decided they wanted to focus on their health. Noel Dixon, decided to join them, and they came up with some plans. Fruit bowls have replaced snacks, stairs have replaced lifts and breakfast sandwiches have gone, resulting in a March loss of 27.3kgs among the team of eight. Next target 40kgs!



SALFORD WEIGHS IN

Using their weighbridge the Team at Salford Aggs and Asphalt weighed their combined selves and have committed to losing weight and being more active. Fish and chips Friday has gone and fruit Friday has come in.

ROAN EDGE GETS FRUITY

Roan Edge now kicks off the week with fruit rather than bacon or biscuits!



ANOTHER WEIGHBRIDGE WEIGH-IN...

Following the example of the Team at Salford Aggregates, Southern Local Asphalt Nottingham has joined in with our Fit4Life campaign and everyone is determined to lose a few pounds.



STEP-INS

Nothing is worth more than safety and our employees are certainly taking that on board with some great Step-Ins. IHC Stuart Williams aka Willy, 'Stepped In' and lead by example on a customer site recently. Willy was discharging a load and noticed that the customer wasn't wearing eye protection. He became concerned and pointed out the dangers. The customer was very thankful for the advice and went to fetch two pairs of goggles for himself and his colleague. Rory Clark HGV tank driver at Tilbury 'Stepped In' on the M25 and averted a major pile-up.

Cluster 12 Boston Plant Driver, Kevin Harper and Gavin Herrick made a very brave decision to walk away from a job after pointing out a potential hazard to a Site Manager. The site manager was not impressed and told the pair that he would be ordering from a competitor. A job lost but a life saved?



HELP US TO STAY SAFE BY DESIGNING A POSTER...

As a reminder to all your family or friends who work for CEMEX we would like as many family members as possible to design us a safety poster to put up in our plants and offices. If you would like to remind a grandparent, parent, uncle, auntie, brother, sister or friend to stay safe at work then please send your design to us at: Kathy Willcox, CEMEX UK Operations Ltd, Wolverhampton Road, Oldbury, West Midlands, B69 4RJ

or by email to: gbcommunicationsandpublicaffairs@cemex.com by the 31st July 2017. We will use the entries to create posters so that they can be put up at offices and plants around the country. Make sure you include your name and age and where the person you'd like to stay safe works. Also if you are a child please include a parent or carer's email address or phone number. We will try and feature as many of the posters as

we can on our UK News website and in the next CEMEXpress. There will be a £100 Halfords voucher for the winner of each of the age categories: under 5's, 6-11 yrs and 12-16 yrs. The design needs to be on an A4 or A3 plain sheet of paper and be nice and bold. Please use pen or paint or a computer to do your poster to make it really stand out.

CUSTOMER SUMMIT LEADERS CLARIFY THE VISION

The first CEMEX UK ‘Superior Customer Experience’ Summit in Rugby brought together more than 35 UK customer service leaders. Jesus opened the Summit explaining how our future plans build on our existing initiatives of Customer Focus, our Service Standards, Customer Service Promise, ‘Remember to Call Bob’ and the many other ways we strive to be the best for customers.



In 2017 there is now a clear CEMEX global focus on ‘Superior Customer Experience’ which brings new performance measures (KPIs), a programme of Customer Journey Experience (CJE) leadership visits and the exciting development of new digital applications for customers. During the day delegates learned more about our latest internal and external customer surveys, the way we are

now measuring Customer Experience, the next stages of our commercial training and development, and how we will ensure everyone is kept informed of the latest news. Interactive working sessions enabled smaller groups to consider important questions with the ultimate aim of delivering a ‘Superior Customer Experience’ everywhere, every time.



ON TRACK

The construction of one the biggest rail crossings by CEMEX Rail Solutions has just been completed and is awaiting installation outside Waterloo station in London, the busiest station in Britain. Constructed on behalf of Progress Rail, suppliers of rail parts, for Network Rail, the multiple crossing consists of 10 sets of switches through the 1800 metres of track.

The 1800-metre crossing was designed and constructed at CEMEX’s Rail Solutions Somercotes site in Derbyshire. Each bearer was numbered and colour-coded before stacking and transporting to the Beeston assembly facility, then on to Hoo junction, a rail yard near Rochester for layout and addition of the track.

The multiple crossing is being laid outside Waterloo station which has 24 platforms and an estimated 99.1million passenger journeys equivalent to three people per second getting on and off at the terminus.

“There were many challenges in producing this size of multiple crossing. The main one was ensuring the data transfer of the 1:50 drawing into the data sets that we would use within our production process to the actual crossing and to ensure that each rail position was within 1mm of its set position. Add to this the complexity of each individual bearer, the sheer volume of individual units and concrete it was quite a challenge,” comments Terence Clair, Operations Manager CEMEX Rail Solutions.

He continues “In the past the crossings would have been made of timber with the rail and plates laid on top and screwed in place. This unique crossing, made of concrete has to have the securing fixings created during the production process. Being made of concrete makes it stronger with a longer life span.”



WHAT A LOAD OF SCRAP!

After two-and-a-half years of high-strength concrete supply at Able’s Seaton Port, Hartlepool, the CEMEX team witnessed the world’s largest ship carry in Shell’s de-commissioned Brent Delta Oil Platform.

Gary Cain from Readymix, Newcastle, takes up the story, “Some project this was! When I was first called to a logistics meeting with Contracts Manager Mike Wood, the sheer scale and demands of the pours seemed to be out of our reach! They needed 18 x 750m³ single cast slab pours, pour time sensitive, comprising C50 Concrete and all to be placed via two mobile pumps!

This, together with multi-pours on Quay 3 and Quay 9 totalling some 20,000m³, was supplied from our plants at Hartlepool, Stockton and Middlesbrough – a mammoth task.

I’d personally like to thank the production team, headed by Bill Clarke and the technical boys, fronted by Steve Simm, for their efforts in helping support this project. Mike Wood, Project Director, and Michael Cronin, Site Foreman, also passed on their admiration.

The proof of the pudding is in the photo which shows the Brent Delta Platform perched safely on our completed 13,500m³ Slab!! A picture is worth a thousand words! Thanks, folks”.

WHAT DO OUR CUSTOMERS THINK ABOUT OUR SERVICE ?

One of the ways we can help deliver the best customer service is to check regularly what our customers think of us. Our 2017 survey told us that external customer satisfaction at 71% is about the same as it has been for the last two years. Cement and Aggregates showed real improvements in 2017, with cement reaching 97% satisfaction, and aggregates up from 75% to 82%, whereas there was no improvement for RMX, DSM, and Asphalt. Our competitors service was very similar to 2016, although independents improved to 91%.

This time we introduced Net Promoter Score (NPS) in our survey, which is a bit like a ‘TripAdvisor’ rating. It is how likely a customer would be to recommend CEMEX. This will be the main measure for CEMEX globally in the future. Cement merchants scored us best in class but Readymix scored in the lowest range for the industry in their NPS.

Here are some of the results for our Service Promises:

Responding to Complaints - similar to 2016, but in RMX 25% of customers disagree that we deal with complaints within 24 hours. Late delivery service, or our ‘Call Bob’, is also similar to last year but RMX and DSM are still falling short.

Internal Service - how do we serve each other in Cement and Aggregates? We added an internal survey this year, which gave mixed results, but have highlighted areas for improvement. The next stage is to identify where we can improve and for each business to prepare and update customer service improvement plans. The national plan is already set up.

Great internal service is vital in order for readymix, dry silo mortar and asphalt to give great external service. Think of it as links in a



chain. We have all to work together as one Team CEMEX to be the strongest chain for all of our customers.

SUPERIOR CUSTOMER SERVICE WINS EVERY TIME

Superior Service at Kilbarchan – The Asphalt Team and Sales Team at Kilbarchan have received fantastic feedback from our customer, Akela Construction/DGM Surfacing, on their recent supply. The customer even took the time to write to Jackie to thank her and the team who made sure they received the material on time.

Newbridge Quarry received a late order for 500 tonnes to the York Potash scheme through Collins Earthworks. The quarry met and exceeded the customer’s expectation for the next day order. During a follow-up communication they received some spectacular feedback: “Chris and Dave at Newbridge Quarry have been excellent and are a pleasure to speak to and deal with. Going the extra mile to help is really appreciated. These are the people you remember for future jobs”.

Mhairi Walker, Director of Carney Contracts, contacted us to compliment our Readymix Shipping Office as “the most hard working and customer friendly order office in the industry”.

David Boyall and Nicola Hannant from Central RMX showed great collaboration and

service to reactivate an account for Rase Steel and get a delivery on for the next day for 72m³. The customer passed on his thanks for the effort as he didn’t anticipate we would be able to accommodate him so quickly.

IB Construction placed an order for Kocher & Beck in Coalville stating that the service he received from Mark at Loughborough and the drivers were very good. This influenced his decision when returning to complete another new-build extension.

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

Garry Gregory recently met with two customers ‘J Hopkins & Gatley Surfacing’ as part of our Q2 CJE (Customer Journey Experience) programme. The first meeting was with Sean Hopkins MD of J Hopkins. We are one of three suppliers to Hopkins and if we can deliver Superior Customer Service there is a great

chance to increase our business with this customer. The second was with Chris Byrne, Gatley MD, who only buys Asphalt from us and is an incredibly long-standing, loyal customer. Interestingly they buy readymix from a competitor, so an opportunity to explore there...

Garry commented, “The highlight from both meetings was the recognition the customers gave for many of our team. Both Sean and Chris gave specific praise to Colette, Aaron, Joyce, Lucy E, Abbie S and Greg, all in Preston Brook CSC, Jane H, Internal Sales, Peter H, External Sales. Even Lex and Jesus got positive mentions! Having multiple touch-points between CEMEX and the customer really does help customer loyalty and create value for both.



MULTIMODAL MARKETING

Members of our CEMEX Paving Solutions and Marketing Team recently attended the MultiModal 2017 Exhibition, held at the NEC, where we exhibited CEM – Pave Roller Compacted Concrete (RCC), which is an innovative, value-engineered pavement solution, combining the strength and durability of concrete with ease of construction of an asphalt material.

The exhibition, which was held over three days, brought together every logistics sector under one roof. Both shippers and cargo owners were in attendance, making it a unique exhibition to showcase CEMEX’s RCC portfolio.





The West Calder team

Cntnd from P1

SO FAR THIS YEAR WE HAVE HAD THREE FATALITIES

The incident that is closest to me at the moment is that an employee was killed in a block plant. Of course there is an investigation into the root cause, but I would like to spend more time talking about the tragic consequences.

I would like to talk about the West Calder team. The team picture at the beginning of this article was taken some time ago, but James Brownlie is on the left hand side of the picture and he died at work.

As you know, the people you work with are often like your family at work – you are very close to them. I visited the team a couple of days after the incident and this was one of the most difficult experiences of my career. It was also difficult for me personally as it is the first time I have seen the impact so close up.

Let me describe to you what I sensed on the visit. We observed a minute's silence which was a very emotional moment for all of us. I spoke to some of the people in the picture who naturally have been very affected by Jimmy's death.

I also went to the area where the accident happened. The police had been there to investigate so nothing had been moved. Jimmy's name was still up on the board, his tools and some of his PPE was still there.

The team was very strong, because to support the investigation from the HSE some of the guys had to operate the machine Jimmy had been working on so they could understand what had happened.

THIS HAS IMPACTED SO MANY PEOPLE

Jimmy's family of course are the most affected. He was very close to enjoying a well-earned retirement. Friends and colleagues who were close to him have been affected too.

If you don't think these consequences are reason enough, this is a photo of a poster that I saw in the West Calder plant in the entrance to an office.

It says it all: Stay Safe to Stay Alive. It is a strong and emotional message and it was done by one of the daughters of a plant employee.

If you can think of no other good reason to stay safe, then think about the family and friends you go home for. This is why we call it BEST FOR FAMILIES.



Safety Essentials

Look after yourself and each other

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

Housekeeping

Keep designated access routes and work areas tidy and free from trip/slip hazards.

Get a grip

Hold handrails on stairways and use three points of contact when getting into/out of vehicles.

Manual Handling

Use mechanical aids or ask for help to reduce risks.

Driving

Drive safely, ensure you are authorised and that vehicles/mobile plant are well maintained.

Isolation Procedures

Never work on live or moving machinery – always 'lock out'.

Confined Spaces

Obtain a permit to work and always follow the safety requirements.

Tools and Equipment

Use the right, well maintained, tools/equipment for the job. Never make do.

Safe Systems

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

Working At Height

Use appropriate access equipment and fall protection.

Incident/Hazard alerts

Report all incidents/hazards immediately.

SO HOW ARE WE GOING TO STOP THIS TREND?

We must insist on doing the basics and doing them very well.

The basics are: **Follow the safety essentials;** look after yourselves and each other as No 1.

Stop and Think every time we start a task or things don't go to plan. Please stop and assess the risks of the activity. Please do not rush. H&S is my number one priority I would never sacrifice having one single minor incident for production or results.

Step in if you see a colleague doing an unsafe act have the courage to step in and stop this person, this is the only way to look after each other.

IT'S NOT ABOUT TALKING SAFETY IT'S ABOUT DOING SAFETY.

Please help me to ensure it's happening in all our plants and offices so we can stop having injuries. This is not something I can do on my own, I need your help. Each and every one of you can make a difference and stop this negative wave.

You can make the difference.

Yes Sir

A REASON TO STAY SAFE

The amazing photo on our front page is of Barinder Singh's first born son Rohan. He took the picture as his paternal instincts kicked in and he would do anything to keep his little man safe.

Brin continues, "It got me thinking about the importance of making sure I look after myself, coming home safe and sound, ensuring I am always there for Ro-Ro. The picture I had hoped would illustrate the bringing together of the two worlds, family life and work life, and the importance of safety. Since joining CEMEX my attitude towards safety has really changed which is through the importance the company places on it, and there are many practices I adopt at home and have the family adopt."

TWO SHUTDOWNS SAFELY ACHIEVED



Both of our Cement kiln operations in Rugby and South Ferriby have recently safely finished successful kiln maintenance shutdowns.

The team at South Ferriby completed a kiln shutdown to service and maintain Kiln 2. Shutdowns are a major undertaking needing meticulous planning and the overhaul took 20 days to complete with over 100 external contractors on site, working 24/7.

The number one priority on any shutdown is safety and we are delighted to report that there were no safety incidents. It was also an opportunity to work closely with the Humber Fire and Rescue Service who also gave emergency training on working in confined spaces as pictured.

The team celebrated with Jan Peters, Plant Manager, at the local pub. The team at Rugby also completed their kiln shutdown safely, on time and within budget. Their efforts were noted by Jaime Elizonda, our Regional President, who was pleased to hear of the success. Furthermore, Luis Oropeza, VP Cement Operations for Europe, spent a week on site during the outage and was impressed by the safety controls in place and the level of productivity. Indeed, much of what he saw is now to be standardised across the regional operations.

Phil Baynes-Clarke, VP for Cement Operations, thought it would be interesting to share a few shutdown facts below:

- Safest shutdown on record with only 6 injuries – still 6 too many
- Over 800 contractors inducted
- 179 drug tests completed with a 1.7% failure rate compared with 8.1% in 2015
- 481 alcohol breath tests completed with a 0.4% failure rate compared with 0.8% in 2015
- 2862 training man-hours including Pre-SDK training and TBT's issued and returned throughout the shutdown
- 251 Scaffolds erected, using 627 tonnes of scaffold.
- Planning critical path using SMED (Single Minute Exchange of Dies)
- More than 6507 journeys in the Alimak lift
- Shutdown completed in 28 days, nine days shorter than 2015. Costs on budget

Pictured are rope access to clay hoppers, replacing refractory kiln bricks, wrecking cooler, daily contractor safety meetings and planned safety stand downs on the job.

In recognition of this great shutdown the team at Rugby has been awarded the CEMEX UK Safety Sword for the first time ever!



BIRD ISLANDS CREATED OUT OF PLANT SURPLUS

Three new islands have been created for wetland and wading birds out of the ash surplus from the South Ferriby Cement Plant. It is hoped that over 5,000 birds will enjoy the moonscape-like surface of the small, but perfectly formed islands.

The islands have been created in the alkaline lake on land adjoining the cement plant using ash from the cement-making process. This environment is very sterile and does not allow much vegetation to grow, perfect for wading birds such as Dunlin and Redshank to roost on and Little Ringed Plovers to nest on. The team has also built a bird hide from old pallets too so they can watch the birds come in.

The location of the 10-metre by 30-metre islands means that the birds are sheltered from north-westerly winds and provide a safe haven when there is bad weather or high tides on the Humber. The cement works are next to the RSPB Reads Island reserve which offers a home to up to 50,000 wetland birds.

“Our long-term partnership with the RSPB has enabled us to create some wonderful habitats like the bird islands at South Ferriby. We can't wait to watch the birds flying in,” says Kevin Groombridge, South Ferriby Plant Environmental Manager.



NINE GLOBAL H&S AWARDS!

Winners include Best Performance: Rugby Cement UK 1st place; UK Aggs Best Performance 2nd place; Dry Silo Mortar Best Performance in Concrete; Central Readymix Most Improved 2nd place; and Paving Solutions 2nd place for Best Performance. We were also recognised for contractor management initiatives in Health & Safety and mobile induction tablets. The UK Health Essentials Campaign and our Driver Health and Wellbeing Initiative were also given awards.

Jaime Elizondo, President Europe Region, came to Thorpe to present the awards. This is good news, but the best award is to return home safely.



INVESTMENT GOES ON...

The UK business continues to invest. Projects such as the new wharf at Dagenham attest to this, but not all investments are huge and sometimes the smaller ones make the most difference!

Readymix is exemplary in that they have made small changes across their operations, such as spending £100k to rebuild the 6m³ mixer at the Wembley plant, giving it an extra five years of life.

£250k was spent in Winchester giving the plant a major refurbishment. A new Erie Strayer mixer was purchased for £250k at Clyde Tunnel. The old one has produced well over a million cubic meters of concrete to

supply the Glasgow market.

Over 30 Readymix plants have had or will have money spent on them for structural repairs. There is also a programme to replace or refurbish mess rooms, with 11 targeted for phase one.

Safety upgrades are the highest priority, investing in plant electronics, tipper roll-over prevention including frames and ramp repairs and yard improvements.

We continue to monitor and improve our plants as it is recognised that they are the engine rooms of our business and enable us to serve our customers efficiently and on time.

BEFORE



AFTER



MAD MARCH FOR AGGREGATES

March was an extremely busy month for Aggregates with a great set of records achieved across several sites.

- Dove Holes had best tonnage in one month
- Barrington has had possibly the biggest landfill operation in our history this month
- Berkswell had a record number of hours production with no unplanned downtime

- Dagenham had highest tonnage yet on the new Plant
- Wickwar had highest tonnage yet
- Hamer Warren had best tonnage in its history
- Gilfach had the highest tonnage since we took the Plant over
- Cromwell saw the biggest month on a new site
- Angerstein reached its highest production rate so far

ANOTHER RAIL SERVICE IN THE UK

In the early hours the CEMEX Team at Stourton Plant received their first ever Colas Rail train.

This was carrying much needed 6mm High PSV stone from Gilfach Quarry (via Neath Abbey Railhead). Nick Watson commented, “We have been trying hard to get this line running and it will share services with material into Washwood Heath. This link provides a valuable and cost-effective route to market for slow-moving stock at Gilfach which is in high demand

elsewhere in the UK and allows us to minimise the road movements to these sites. We hope to establish these routes with Colas Rail.

Thanks to Paul Carey for getting out of bed early to see the train in and offload the product. The Colas staff were professional and very customer focused which all bodes well for the future. This is a great way for us to be best for customers, shareholders and the community.”



NEW SAND PLANT FOR RUGELEY QUARRY

Work has started on the new sand and water treatment plant at Rugeley Quarry.

When completed this will improve the quality of the concrete sand and eliminate the need to blend with limestone fines. In addition, the fine sand that is lost into the lagoons due to the inefficiency of existing sand plant will be retained. It will produce additional building sand and fill sand that will be blended with compost to make soil. The new water treatment plant will eliminate the requirement to pump water from a river over 2km away.



MARINE AGGREGATES INVESTMENT

The Marine team has been busy this year installing new electrical drives into the Sand Falcon. These huge units, weighing over 11 tonnes, can deliver 2.2MW of power required for our discharge and dredge pump motors that suck up sand and gravel from depths of up to 40m. Installation involved cutting a hole in the side of the ship and over 8,000 man hours without injuries.

With a similar investment on the Sand Fulmar last year, these upgrades represent an investment of over £2.5m that will help to keep both ships dredging in the years ahead. On a smaller scale, we have also been investing in crew welfare with the installation of wi-fi internet connections and satellite television across our fleet.



3 MILLION TONNES MILESTONE AT TILBURY

Tilbury celebrates three million tonnes of cement sold since 2008 when we commissioned our Grinding Plant.

BIGGER BOXES RAILING IN

We have recently seen our rail provider, DB Cargo, deploy new higher-capacity box wagons on our services, the benefit being more tonnage in the same length train.

Rob Cunningham, Supply Chain Manager commented, “In March we moved a record tonnage by rail, smashing our previous best month. Dove Holes performed brilliantly and our tonnage at Cardiff improved. I'm particularly proud of the growth in the Welsh element, now making up 5% of what we move with hopefully more to come.”



NEW RESERVES AT LANGLEY

Recently we managed to get planning permission for 2M tonnes of new sand and gravel reserves in Langley which will feed into the West London market and the M4 corridor. The site represents growth in this busy and important market and, coupled with the recently opened Datchet Quarry, will give us the capacity to produce up to 800K tonnes per annum.

The planning team, particularly Helen Hudson, put a lot of hard work into this project in the face of a lot of local opposition and getting a unanimous decision at the planning committee meeting is testament to this.

WASTE EATERS NOT WASTE MAKERS



In partnership with Biffa we recently reached our bold target to divert 80% of our waste from landfill.

Two years ago the business invested in a new strategy, 'Recycle R8', with waste provider Biffa, to reduce the amount sent to landfill and increase recycling. Today, Recycle R8 has delivered concrete results: in 2014 our recycling of general waste was a poor 27%, today is it an impressive 88%, using four different waste streams. Our ultimate goal is zero waste to landfill.



Every CEMEX UK employee can take one day's paid leave a year to do community work either on your own or with a group of colleagues. If you need a few ideas, a short guide telling you how to do a Lend-a-Hand has been put on SHIFT or you can email Ellen Boylin at Rugby hub office for a copy or telephone 01788 517000

MIDDLETON QUARRY STAFF DIG IN

Members of Middleton Quarry supported by a couple of staff from Divet Hill and one escapee from Bletchley Coating Plant, James Burrell, enjoyed the first Lend-A-Hand day in the NE in 2017 supporting the North Pennines AONB Partnership, reinstating the worn section of footpath between Low Force and High Force Waterfalls.



10 members of staff filled potholes and boggy areas of the footpath with approx 3T of 10mm dust aggregate by hand. It was no small task and the last time anything similar was attempted, helicopters were used!

PUTTING THEIR BACKS INTO IT

Readymix National Operations Team certainly put their backs into it when helping the Cawston Greenway community to remove a tree.

Community leaders from Rugby are trying to encourage people to cycle and walk, and an old railway line is perfect for a bit of exercise. However, it needed clearing and a Lend-A-Hand event was soon organised by Lou West, Engineering Co-ordinator.



Well done Chris Rose, Charlie Stanford, Dan Bateman, Hugh Reynolds, Paul Smith, Marcus Hollingworth and Louise West.

WASHWOOD HEATH LEND A LOT OF HANDS

CEMEX Rail Solutions Washwood Heath took part in a three-day Lend-A-Hand at Brownsmead Primary School in Shard End, Birmingham.

Terry Gillooly, Plant Manager, reports, "22 employees took part and we painted the assembly hall and put a park area in place for the school minibus.



The guys did a fantastic job and the parking area will make walking through the school yard much safer."

BONESS CYCLE WAY

Blair McLennan, Tom Hunter, Theresa Bryson and Owen Conroy carried out a Lend-A-Hand day at Grangemouth Plant on behalf of Kinneil Bike Trails which is run by White Lady Mountain Biking.

Their aim was to create a cycle way in Boness Country Park which will allow children a safe area to learn new skills in an off-road area



CLUSTER 7 LEND-A- HAND LITTER PICKING

Michael Beresford, Gordon Renshaw, Sanchai Parkes and Rebecca Clareborough from Readymix Cluster 7 spent their Lend-A-Hand day litter-picking in Rotherham to support the Don Catchment Rivers Trust.

They worked so hard they collected



over 30 bags of discarded rubbish, helping to make the area look tidy. Sally, from The Trust, was so impressed by the commitment of our CEMEX employees they want them back again next year!

PAVING SOLUTIONS MANAGEMENT CLEAR THE WAY

The Paving Solutions Management Team took part in a Lend-A-Hand event at Shire Brook Nature Reserve near Sheffield, knocking down and clearing broken fences and trimming back bushes along walkways.



They even got a message at lunchtime from Phillip Hutchinson, Business Performance Manager, to say that the business was above forecast for both Paving Solutions and Asphalt which reinvigorated them for the afternoon shift.



Grant McMillan and Tony Green

Andrew Burne and his team from Concrete Products & Logistics recently lent a hand to the Great North Air Ambulance Service in

Skirsgill Business Park, Penrith, decorating a warehouse which will be used for upcycling donations.

The day was hard work and the size of the task was daunting but it was completed successfully.



The Cluster 6 Readymix Commercial Team and Plant Supervisor/IHC from Winsford Plant had a great morning on their Lend-A-Hand challenge at Barnton FC in Cheshire.

Roger Bulivant, Procurement Manager, agreed to supply concrete for the base of a new stand which was required in the event of promotion and the team were glad to lend a hand.



The Paving Solutions team from Sheffield has visited the local nature reserve, Shirebrook Valley, to Lend-A-Hand for the day, involving lots of scrub clearance. Park Ranger, Tom Broadhead, was very impressed with the work ethic.

BIODIVERSITY IN BRIEF



Members of the Boughton Leigh Infant school's Gardening Club are hoping their design for a bug hotel will cement their success in a national gardening competition.

They are busy making a shelter for insects in the shape of the tower at the Rugby Cement Plant after their prototype plan won a place to be exhibited at the prestigious RHS Chatsworth Flower Show in June and is one of 15 chosen to be displayed at the five-day show

DONKEY FIELD TARGETS TWITE

The Team at Dove Holes, led by Hayden Gill, seeded a field (known as the Donkey Field) with special seed mix aimed at feeding that rare bird, the Twite and Jenny Oldroyd, our RSPB Advisor, has reported many Twite attractors coming through.

HUNGRY NEW ARRIVALS

It's spring! And to prove that nature and business can co-exist some baby Thrushes have hatched out at St Neots Readymix Plant.

The hungry chicks can be seen calling for food in their industrial nest.



NEW CHICK FLICK

The nesting box at Cambridge Concrete Plant is in full use by a young Blue Tit family.

The nest was put up last year by Sally Tokens, Sales Rep, and John Gillson, Plant Manager, who recently added a camera so that employees could follow the chicks' progress on their very own reality TV channel!



RARE FLIES AT RUGELEY

For the first time in the UK, a nature monitoring scheme analysing the DNA of insects has been used to evaluate the natural condition and environmental health of a site. The pilot that was run at Rugeley quarry site, near Cannock, revealed two rare fly species and two nationally scarce species only recorded on three UK sites.



Midlands Willington Quarry staff including Vanessa Smithson, Quarry Manager, Sue Boyden (who organised the day), Dave Seagrave and Melissa (Sue's daughter) took part in a Lend-A-Hand day in Leicester for TwentyTwenty charitable trust which helps young people who are at risk of educational disengagement and/or involvement in antisocial behaviour or crime.

They mentor a young person for one year who needs the guidance and support of an adult role model.

They spent their time clearing out offices and organising their layout, even moving a pool table from one floor to another!





INVESTMENT IN NEW APPRENTICES

Mid May saw the arrival of 17 Logistics driver apprentices in Rugby for an orientation day.

Mary Ann Macinnes Collins covered off the important subject of health and safety and Paul Sedgwick and Carl Milton ran the day.

The guys enjoyed the event, showed great knowledge and insight in the safety group exercise and the day was topped off with a tour of Rugby Cement works and a trip to the top of the tower with a great view of the operation.

THANKS FOR YOUR EFFORT AWARD

February Winners:

Gareth Carr and Karl Woolf from Readymix Cluster 20.

Great commitment was shown to the company by Karl and Gareth during a large pour for a key customer. Gareth batched 427m³ of concrete in a day, starting at 4am and leaving the Plant at 6.20pm.

This was a tremendous effort for what was a very important 630m³ pour for the Cardiff Plant as part of a large contract with 4D structures from London. Gareth kept communicating well with site as well as fellow colleagues to ensure that stocks were full, and there were no interruptions to the job.

And the other nominees...

Danielle Allen, Emma Housley, Jessie Ryan, Maureen Govan, Margot Orme, Beverley Sale and Barinder Sandhu, all from Internal Sales for Aggs and Asphalt.

Frank Kehoe, Plant Manager, Local Asphalt Liverpool.

Abbie Smith, Andrew Carrick, Danielle Allen, Wendy Williams and Gillian Williams, Aggs and Asphalt Planning, Sales and HR.

Weighbridge and Operation staff at Wickwar and Asphalt Planning Team at Rugby.

David Sowden, Readymix, Lead Planner Cluster 7.

March Winner:

Debbie Martin

This nomination was initially received by a member of the public.

Debbie bravely 'Stepped In' to help a member of the public when their car caught fire, competently dealing with the surrounding traffic, the emergency services and supporting the family, clearly demonstrating that behaving safely is a way of thinking both in and out of work.



Other March nominees:

Martin Pearce, Plant Supervisor, Totton RMX Plant.

Paul Cooke, Martin Fellows and Eric Nicholls, Readymix Supply Chain.

James Halfpenny, Edith Heggie, Archibald Orr, Tom Hunter, Blair McLennan, Readymix Commercial Scotland.

Dann King, Ed Castleton, Cement Logistics & Quality.

Phil Repton, Dave Tyge, James McLaren, Leon Fletcher (ABS), Mitch (P Young contractor), Salford Asphalt Team.

April Winners:

Steve Smith, Multi Skilled Operative, Stourton Coating Plant

Stourton faced a crisis when a combination of annual leave, honeymoons, hospital appointments and sickness decimated staff levels. Steve was on holiday but he cut short his holiday and came in to operate the Asphalt Plant on the Friday, Saturday and Sunday. Steve's actions ensured that the production of Asphalt continued and the service was not affected.

Other April nominees...

Andrew Raeburn, Site Manager at Leith Asphalt.

Meyrick Osbourne, Readymix Shipper at Wick

Matthew Baker, Mortar and Screed Sales Agent at Rugby.

LONG SERVICE AWARDS

40 Years!

Mark Bowthorpe Mark joined RMC at 17 as a Laboratory Technician and moved to Field Technician before becoming a company driver, starting on a concrete mixer. He now drives a tipper for Area 8 from our Costessey depot in Norwich. He plans to spend his award money on a new television and surround sound system.

Dennis Allen recently received his 40-year service award at South Ferriby from Phillip Stockdale, Production Manager. Over that time he has held several shift positions and is a Senior Chemist, testing and blending Raw Meal.

(He is pictured (R) receiving his vouchers from Phillip).



Martin Gardener, National Technical and Quality Manager for Aggregates. He started his career at Wickwar Quarry as a Laboratory Technician and has worked his way up to his current role, always staying around the South West area. Today he works out of the offices at Wick Quarry.

25 years

Stuart Bingham, Foreman at Buxton Block Plant, will treat himself and his wife to a holiday with his long service award.

Paul McKimm - As Plant Supervisor at CEMEX Blackburn, Paul has great knowledge of the local market, has good relationships with local customers and continues to demonstrate his understanding of his Plant's performance.

It was with great pleasure that we were able to thank him for his hard work and commitment to the business and to us locally over the years.



Paul Gershenson started as a Laboratory Technician and moved into the Asphalt Plant as a Plant Operator. He remained in this role for over 20 years and now continues to operate Forestwood Asphalt Plant as well as being the Weighbridge Clerk and Loading Shovel Operator at Wenvoe Quarry.



Paul Chant Paul started his career at Kensworth as a Crusher Attendant, was promoted to Shift Supervisor and for the past 18 years has been Process Controller.



15 Years

Debra Job is thanked by everyone at Washwood Heath Rail Solutions for all her hard work and efforts over the last 15 years.



Dwayne Brade, Night Shift Foreman at Rail Solutions Washwood Heath, is celebrating 15 years service.



George Hall, Plant Supervisor at Grangemouth RMX Plant, recently achieved 15 years service.

CHANGES TO BONUS SCHEME

Working together as ONE CEMEX is a key objective and following a review of our annual bonus scheme, for 2017 **there will be just one UK CVA target** for all UK businesses.

If we achieve our consolidated UK CVA target then we will achieve a bonus for 2017. Moving to one UK CVA target will help to align everyone's efforts to achieve our budget and it will be easier to understand progress through the year against the shared target. If you have any questions, please talk to your line manager or HR business partner. Let's all work together as ONE CEMEX for a successful 2017.

TECHNICAL GRADUATES VISIT MERSEY GATEWAY

Thanks to the Readymix Team at the Mersey Gateway project, Charlie Wilcock and Paul Cheeseman, for hosting the technical graduates on the latest MSS pour delivered from our South Plant.

The graduates had a fantastic visit and it was amazing for them to see the bridge in the making.



RETIREMENTS

Vic Nevdachin, Laboratory Assistant, **Glyn Pennington**, Maintenance Assistant, and **Dave Seddon**, Procurement Manager, recently retired from South Ferriby Cement Plant.



John Saunders recently retired from Norton Subcourse after a whopping 29 years working as an 8-wheel tipper driver.

John is pictured with Julian Poole, Lead/Drivers Supervisor, being presented with books on fishing.



At the end of April **John Aldous** retired from CEMEX after 17 years with the company. He started on 8 wheel tippers before moving on to an articulated vehicle based at Flixton Park Quarry.

John is seen here with Julian Poole Lead/Drivers Supervisor, receiving some shopping vouchers.



John Parkyn Cement Logistics Controller Rugby Plant, recently retired after serving a massive 46 years in various roles for Rugby Cement/RMC and finally CEMEX.

Over the years John has carried out numerous roles in Sales Transport and Logistics, including positions at Gloucester Depot, Chinnor works and Southam before finally settling back in Rugby as Logistics Controller.

John will be spending more time with his beloved dogs and helping his various charities. Good luck John!

