



Welcome to UK News 25<sup>th</sup> Jan 2018  
your weekly update from around CEMEX UK

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## BEING THE BEST FOR FAMILIES

### Stop And Think EVERY Time



It is disappointing to report that we suffered an employee Lost Time Injury (LTI) last week and also have to add a contractor Medical Treatment Injury retrospectively from the previous week, both of which are included within our Total Recordable Injuries (TRIs).

Investigations into the incidents are ongoing. The LTI resulted when an employee on a Quarry was attempting to drill through some rubber skirting he was fixing to a chute; it seems he had his right hand behind the skirting when the drill went through it quicker than he expected, penetrating his hand between the index and middle finger. The learning points will be shared once the investigation is complete, however, at this stage it seems that the wrong work method was selected, no Worksafe was completed, there was a failure to STOP & THINK about the potential for injury and CHECK the necessary precautions were in place, and the gloves the injured person was wearing were not suitable for the task.

The contractor injury resulted when a crew member on a chartered ship struck his head on the corner of a steel i-beam, resulting in a cut that required gluing in hospital. It has been stated that he was not wearing a safety helmet due to the restricted height. This incident highlights the need to always wear the required personal protective equipment.

### A Safety Message From Michel



I am sure you will all agree that it is extremely frustrating to report on an employee LTI and a contractor TRI resulting from practices that we should not see any more in our operations after years and years of trainings and policies implementation regarding our safety essentials, and more specifically the requirement to establish permits of works for any not recurring maintenance task, and to STOP, THINK & CHECK when facing any unsafe situations.

It would be fully unfair to make a general comment regarding the lack of disciplined and consistent enforcement of our basic safety standards as the vast



majority of employees and managers do respect them consistently. However, we need to work harder on ensuring full consistency of management's and employees' commitments towards safety standards enforcement.

I do believe that every one of us, starting with me, should ask ourselves the following questions:

- \* Am I becoming complacent applying our Health & Safety standards?
- \* Am I "closing my eyes" occasionally when observing a deviation rather than acting on it?
- \* Am I always leading by example?
- \* Am I ensuring consistency of behaviours and management's practices on ALL sites placed under my responsibility?

I do encourage you to individually go through these questions and adopt immediately any relevant corrective actions.

We will have the opportunity to talk more about this during our upcoming Team Talks next week.

Best regards  
Michel

### LTI Congratulations



There are two areas of the business that reached injury free milestones last week; South Ferriby Cement Plant is now 1 year LTI free, however, two recent TRIs at the Plant are a reminder of the need for constant vigilance, and Aggregates North West reached 1 year TRI free, this is in addition to their current 9 year LTI free record.

### Cambusmore Double Celebrations!



Last week the Cambusmore staff were celebrating a double achievement. They passed the 14 years LTI free milestone for the site - a great achievement, especially looking out at the present wintry conditions.

Earlier this month they also received the Biodiversity Winner Award at the UK Sustainability Awards in recognition of the Biodiversity day held on site last year.

Well done to Ian Kerr, Kieran and the site team.

### Keep A High Performance Workplace



One of the baselines of the Aggregates Just CI programme is to create a safe, clean, organised, high performance workplace. This is done by introducing the 5S tools and techniques.

Teams in Scotland were quick to adopt 5S principles and were quickly followed by the rest of UK Aggs last year. To



the right are team Hyndford looking pretty pleased to have transformed their workplace (see main pic).

It creates a much safer and easier to use workspace. Want to find out more? Email: [markcharles.beagrie@cemex.com](mailto:markcharles.beagrie@cemex.com)



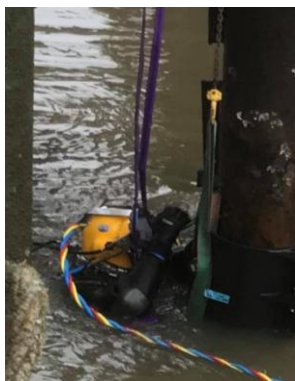
### Check Your Signs....



Just a quick reminder to check your signs on site after the rough weather we've been having.

This is what the wind did to a sign at East Leake Quarry last week.

### If You Thought You Were Cold.....



Spare a thought for the divers who have been fixing our jetty piles at Northfleet wharf on the Thames.

They have just managed to repair the piles which have been out of use since before Christmas; they can only work at slack tide in the cold river Thames due to the currents.

### Take Care Of Yourself And Connect



Whilst we wouldn't recommend the approach in the picture, talking to each other at work can help boost mental health.

Mental health problems at work are common. At least one in six workers is experiencing common mental health problems, including anxiety and depression. You might not be talking about it because mental health is still a taboo subject and many people feel scared and confused about confronting the issue at work.

But there are small, simple steps you can take to look after yourself and each other, and make your workplace mentally healthier. There will be advice spread over





a few editions of UK News; here is the first suggestion which has been researched and developed by the New Economics Foundation:

## CONNECT

There is strong evidence that indicates that feeling close to and valued by other people is a fundamental human need and one that contributes to functioning well in the world. It's clear that social relationships are critical for promoting wellbeing and for acting as a buffer against mental ill health for people of all ages. With this in mind, **try to do something different today and make a connection.**

- Talk to someone instead of sending an email.
- Speak to someone new.
- Ask how someone's weekend was and really listen when they tell you.
- Put five minutes aside to find out how someone really is.
- Give a colleague a lift to work or share the journey home with them.

## BEING THE BEST FOR CUSTOMERS

### No Stopping Us....



The team at Consett delivering safely no matter what the weather!

Thank you to all our teams who have been continuing to deliver during the wintry weather.

### Winvic Win



Congratulations to the team supplying Readymix to the Winvic project in Peterborough. The customer Site Manager, Alistair, has commented how pleased he was with the service received.

This bodes well for the next three units they are due to build there!!

### Customer Recommendations Great For Growth



As our new focus on NPS (net promoter score – or customers recommending us to others) shows, this is an important way to grow our business.

Admixtures benefitted from this last week when they picked up a new customer carrying out temporary repairs works at Gatwick Airport due to a recommendation made by an existing customer.



## BEING THE BEST FOR SHAREHOLDERS

### Denge Barge Trials Going Well



The team at Denge is busy trialling the best way of loading the barges but they are getting better every time.

Well done to the team for their perseverance and extending the life of the Quarry.

### Just CI, Just Saving....



In an annual tot up Aggregates Just CI 'Best Ideas' from each area has generated almost £1.3m of savings!!! In general, there is only one monthly nomination from each area so this £1.3M figure does not include all of the other ideas that have been implemented throughout the UK or where sites have adopted the 'Best Ideas' after they have been shared!

Impressive...

### Small Idea, Big Saving



Ryall Quarry won Aggregates Just CI 'Best Idea' of the month back last November. The idea is very simple but is saving them a lot of money on their electricity bills.

At the Quarry they have a silt pump which sends silt back to the lagoon during processing. As the Plant is constructed in a hollow it also acts as a drainage pump for the site during wet weather. The pump used to start automatically as it was fitted with level sensors; this was happening through red band times and

through triads which proved to be an expensive drainage pump.

They tried turning the pump off overnight but the yard used to fill with water, particularly in wet weather, which made it hazardous to approach the powerhouse in the mornings. It also risked the bearings on the pump due to the water ingress and delayed start up times whilst they waited for the yard to be pumped.

They have now installed a timer which shuts the pump off at 4pm (red band power) to 8pm. This reduces the expensive running costs and also stops the yard filling with water. The timer was only £103 to buy and has already saved them much more in energy costs. Well done team Ryall...



## BEING THE BEST FOR COMMUNITIES

### Hyndford Sponsors Lanark United Junior FC



Hyndford Quarry has recently sponsored Lanark United Junior Football Club. The CEMEX Foundation generously donated money towards keeping the club running and to ensure the grounds can be looked after, as well as equipment for training etc.

Kevin Hill, Quarry Manager, commented: "Lanark United were happy to put a CEMEX advertising sign up at the stadium which is located on Hyndford Road. Hopefully it will allow people from the community to see that CEMEX is a supporter of local people and clubs as well as generating some sales from advertising!"

### When Snow And Ice Is Lying....



The wee birds are hungry and dying - feed them please! These are the words taken from Drew Crombie, Aggs Area Operations Manager for Scotland - our answer to Robbie Burns.

Drew continues: "In Scotland last week the weather has been constant snow showers and low temperatures, the landscape is white all over. I have noticed this week a very large increase in the amount and variety of birds visiting my garden feeders, including different Woodpeckers, Nut

Hatches, all the Tits and Finches and last but not least a Cock Pheasant who will actually feed from my hand.

It is no coincidence that the poor weather has made this happen; the birds cannot find food and without all the people who feed them many do perish. The Quarries are excellent in Scotland with most have feeders and supply seeds and nuts. Those who haven't, I urge them to do so. The sites will be poorer places in spring time without them; it's also fun to keep a record of all the types of birds that visit the feeders and a bit hypnotic to watch.

Quarries are excellent places for wildlife; let's help the wee birds through the winter."

### RSPB Big Garden Birdwatch



Don't forget to take part in the RSPB's Big Garden Birdwatch coming up this weekend. Go to [www.rspb.org.uk/birdwatch](http://www.rspb.org.uk/birdwatch) to download your pack.



## BEING THE BEST FOR EMPLOYEES

### Man, Machine And Nature.....



David Harmer took this fantastic photo of Operator, Tom Chapman, during a sunset at Wangford Quarry.

Who knew a digger could look so romantic!

### How To Unlock Our Potential - Book Your Place

**ONE TEAM, ONE CEMEX**

**UNLOCKING  
OUR POTENTIAL**

As a business CEMEX UK has all the perfect ingredients to make us a flagship company in the CEMEX globe. Come and find out what those ingredients are and why this is good for us. We want your opinions too.

Please use the link below to book your place at a 2018 Team Talk Roadshow next week. Michel Andre and the Top Team will be touring the country to meet you. They want to discuss their plans for the year ahead and listen to your comments and thoughts. It's your chance to feedback to the Top Team, meet Directors you might not know so well, shape our year ahead and network with colleagues from other parts of the business.

There will be food and drink at the venues which is why we need you to book please. Any problems with the booking form then please contact [gb-communicationsandpublicaffairs@cemex.com](mailto:gb-communicationsandpublicaffairs@cemex.com) who will be happy to book you on.

**Booking link:** <http://bit.ly/2juqGga>

In direct response to your feedback we have increased the number of events at each location this year so more of you can attend without disrupting the business, and the events are slightly longer to allow more time for discussion.

In addition, Michel would like to talk about "what made you proud at work in 2017" and there is a short form attached to the UK News pdf or in the download section of the UK News website, to help you formulate your thoughts to share if you would like to.





Anyone is welcome to attend from any part of the business. Please check with your Line Manager however to make sure it's co-ordinated with the rest of your team!

Here are the dates and locations:

MONDAY 29 <sup>TH</sup> JAN	VENUE	TEAM TALK ONE	TEAM TALK TWO
RUGBY	The Benn Hall, CV21 2LN	10:00 – 14:00	N/A
TUESDAY 30 <sup>TH</sup> JAN			
STRATHCLYDE	Double Tree Strathclyde Hotel, ML4 3JQ	08:30 – 12:00	13:15 – 17:00
DONCASTER	Best Western Mount Pleasant Hotel, DN11 0HW	08:30 – 12:00	13:15 – 17:00
DARTFORD	Mercure Dartford, Brands Hatch Hotel, DA3 8PE	08:30 – 12:00	13:15 – 17:00
WEDNESDAY 31 <sup>ST</sup> JAN			
STOCKTON	Best Western Parkmore Hotel, TS16 0DH	08:30 – 12:00	13:15 – 17:00
HUNTINGDON	Huntingdon Racecourse, PE28 4NL	08:30 – 12:00	13:15 – 17:00
SOUTHAMPTON	Grand Harbour Hotel, SO15 1AG	08:30 – 12:00	13:15 – 17:00
THURSDAY 1 <sup>ST</sup> FEB			
WARRINGTON	Daresbury Park Hotel, W4A 4BB	08:30 – 12:00	13:15 – 17:00
WOTTON UNDER EDGE, GLOUCESTERSHIRE	Eastwood Park, Falfield, GL12 8DA	08:30 – 12:00	13:15 – 17:00
ST ALBANS	Mercure St Albans Noke, AL2 3DS	08:30 – 12:00	13:15 – 17:00
FRIDAY 2 <sup>ND</sup> FEB			
RUGBY	The Benn Hall, CV21 2LN	10:00 – 14:00	N/A

## Concrete Products In Scotland Welcomes A New Manager



A warm welcome to Paul Maley who has recently joined the Concrete Products team in Scotland. He will be looking after West Calder and Hyndford.

Paul is an experienced Manager who has had a long career in the building materials industry, particularly Patersons Precon and Marshalls. Paul is enthusiastic and looking to use his depth of experience in improving site safety and plant efficiency to take our Scotland operations to the next level.

Welcome to Team CEMEX.

## Goodbye Lotus Notes, Hello Outlook



Migration from Lotus Notes to Microsoft Outlook - coming in February.



HELPING TO BUILD A **GREATER BRITAIN**



The CEMEX global roll out of Microsoft Office 365 is reaching the UK. As part of this change, in coming weeks Outlook will replace Lotus Notes as the new email, calendar and contacts-management tool for CEMEX UK.

A small pilot group was migrated at the end of January and all other UK users will follow in managed phases during February. Watch out for a series of five emails from [Collaboration.Services@cemex.com](mailto:Collaboration.Services@cemex.com) with important information about the actions you need to complete before your group is migrated. Those emails will also provide answers to FAQs, contact info for technical support and additional information about the migration process.

Please follow the instructions and ensure you hit your migration date.

Once you've been migrated to Outlook, you'll still have Lotus Notes installed on your computer so you can check your archive and make use of other local applications.

Welcome to the Outlook era!

Please spread the word using the poster attached - print and post up on your Noticeboards.

### Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
024-01-2018	Quarry Operative	Aggregates Southern	Rugeley Quarry	02/02/2018
027-01-2018	Cement Miller	Cement	Tilbury	31/01/2018
028-01-2018	Weighbridge Operative	Aggregates Northern	Dove Holes Quarry	31/01/2018
029-01-2018	Senior Sales Agent	UK Readymix	Rugby Office	30/01/2018
030-01-2018	Senior National Sales Administrator	UK Readymix	Rugby Office	30/01/2018
031-01-2018	Multi Skilled Operative	Asphalt	Selby Coating Plant and Depot	05/02/2018
032-01-2018	Rugby Day Driver Bulk Tankers	Cement Logistics	Rugby Plant	07/02/2018
033-01-2018	Rugby Night Driver Bulk Tankers x 2	Cement Logistics	Rugby Plant	07/02/2018

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

### We would love to hear from you for the next edition

To send us a story: either click on 'submit a story' on the UK News website or email [gb-communicationsandpublicaffairs@cemex.com](mailto:gb-communicationsandpublicaffairs@cemex.com) or call us on 01932 583 217/006



If you can, please include a photo too (taken in super fine landscape setting and saved as a jpeg). Thank you.

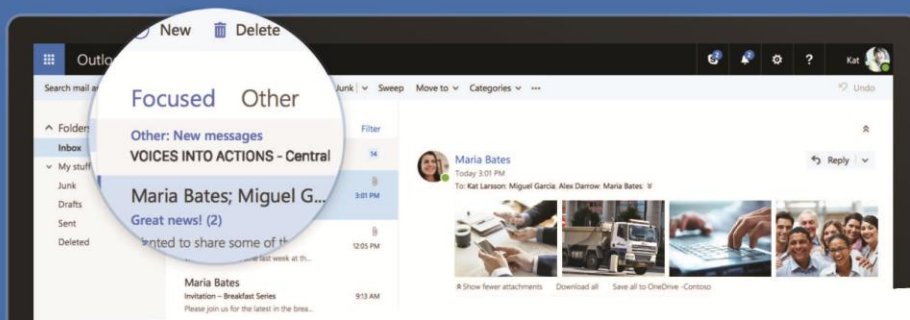




# Welcome to Outlook!

**Outlook**, the **Microsoft Office 365** e-mail tool, will help you manage your emails, contacts and calendars.

To achieve a successful migration, follow the instructions you will receive by e-mail from **Collaboration Services**.



## Join the Change!

Learn Office 365



HELPING TO BUILD A **GREATER BRITAIN**