



Welcome to UK News 11th April 2018
your weekly update from around CEMEX UK

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

Follow us on twitter too: @CEMEX_UK

CARING FOR FAMILIES

Second Week LTI And TRI Free!



Congratulations to everyone for achieving our second week without any Lost Time Injuries (LTIs) or Recordable Injuries (TRIs). Several areas of the business reached injury free milestones in the week, demonstrating their commitment to ZERO Harm performance:

Aggregates East	13 years LTI free (last LTI 04.04.2005, last TRI 06.01.11)
Sand Fulmar	2 years LTI/TRI free (last LTI/TRI 03.04.2016)
RMX West Midlands	1 year LTI/TRI free (last LTI/TRI 06.04.2017)

Congratulations and thanks go to everyone who has contributed to these significant achievements; it should be noted that Aggregates East have sustained the longest LTI free record of any of the Aggregates Areas, helping to demonstrate that long term injury free performance is possible and there is no reason anyone should have to suffer an injury at work.

Safety Sword Reaches Its 2018 Home



Congratulations again to the RMX London team who have been presented with coveted safety sword. Nigel Bateman was presented with the sword by Lex and Michel at the National Health & Safety Committee Meeting.

There will be a celebratory evening for the team arranged later in the year.

Wellbeing In Packed And Concrete Products Office



Employees are the best asset of every organisation and putting effort into employee wellness can encourage better teamwork, increased productivity and reduce absenteeism and workplace accidents. With this in mind, Team Leader, Louise Trodden, has been coming up with ways to increase the wellbeing of her colleagues every month, and although they probably enjoy



her luscious homemade cakes more, they have been enjoying and taking part in her healthy options too.

One of these was a healthy soup option for lunch which Louise made at home and brought into the office for her colleagues to have for lunch. Healthy soups, in particular vegetable-based soups, are a great option as they combine a high nutrient density with a low energy density – this means that we get lots of key nutrients including vitamins and minerals for relatively few calories.

Louise also put in place a pledge for January where she encouraged her colleagues to 'Break a Habit and Make a Change'. Quite a few of them took this on board and had a healthy month which has continued to this day for some.

Aggs NW Reach A Decade LTI Free!



Congratulations to the Aggregates North West team for their accomplishment of a very significant milestone last week of achieving 10 years LTI free and 1 year TRI free.

Neil Farmer commented: "I have worked in and around the North West for over 20 years and remember the dark day where this level of safety performance would have been unimaginable. This achievement speaks for a strong leadership, especially on safety matters, helping to create a culture and work environment where everyone feels personally concerned and to be aware his/her own vulnerability. Behind the stats people have not got hurt which means families and friends have not been distressed seeing their loved ones in pain or worse. The team in the North West should be very proud of themselves. I am!"

Blood, Sweat And Tears For Concrete Products



Not content with coming into work and giving it their all, the Concrete Products Sales team decided they needed to give their blood too!!

In February the Packed and Concrete Products Sales Office in Rugby had the chance to take part in the Give Blood Month. CEMEX employees were given the opportunity to go across to the Ben Hall to give blood in work hours. Louise Trodden, Kieran Hancock, Charlie Hunt, Jeorgia Lawes and Hannah Plimmer all gave blood.

Why Give Blood? Giving blood saves lives. The blood you give is a lifeline in an emergency and for people who need long-term treatments. Many people would not be alive today if donors had not generously given their blood.

CARING FOR CUSTOMERS

And We Have Lift Off!



Huge congratulations to everyone in the UK CEMEX Go team who have helped to deliver the launch with 12 customers in Cement and Readymix.



Please see in the download section of UK News a **one page CEMEX Go Launch News Special** – including some great feedback from our first customers using our new digital solution today.

Your Support Contact Details For CEMEX Go



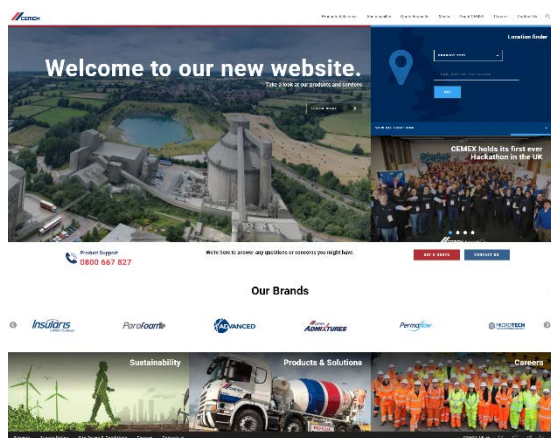
Starting in their new roles last week are (left to right) David McKenzie, Avril Harris, Charlotte Sanson and Stephanie Owen, our new Customer Care Agents dedicated to supporting CEMEX Go. Their roles are to work closely with our early CEMEX Go customers, taking them through the four stages of our brand new digital solution - ordering products and services, tracking deliveries, managing changes and fulfilment and paying invoices.



Welcome to the team you CEMEX Go pioneers!

If you have any queries on CEMEX Go or any customers needing assistance, please use these dedicated contacts: **Telephone: 0345 155 1825** Email: cemexgo.support@cemex.com

Brand New CEMEX UK Website Now Live!



After a marathon effort in the last nine weeks, James Fairclough and James Barnett were delighted that our new www.cemex.co.uk went live on time and in advance of our CEMEX Go launch. James Fairclough commented: "The new website's look and feel, and platform were prerequisites for our CEMEX Go launch in April. With this new version we have completed a nine months project in just nine weeks!"



From the home page through to the detailed product pages, state-of-the-art web technology and cutting-edge design significantly improves the experience of the many CEMEX stakeholders visiting the site. The informative

content from our previous site has been successfully migrated into the new platform including multimedia applications such as videos, photos, interactive maps and many more. It is more appealing and enables users to find the information they need more quickly. It is a more user-friendly and comprehensive offering, with improved navigation, as well as easy-to-find information for all our stakeholders – designers, builders, contractors, employees and their families, our local communities and our shareholders. It will also appeal to people looking for a job, the media and the public in general.

The new CEMEX site offers:

- Modern design with faster navigation.
- Most helpful content in prominent positions, making it easier for our users.
- Helpful applications including quote requests, video hub, location finder, product search and news updates among many others.



- A dedicated Hub with all relevant information on CEMEX Go - our first-of-its-kind, fully digital customer integration platform live on 9th April 2018.
- Continued seamless integration with our 15.7k Twitter followers and helpful application videos via YouTube.
- Ease of use with the most popular Internet browsers - PC, Mac, tablet and smartphone devices.

James Fairclough reports: "The attractive new website will be continually worked on in the live environment and a second deployment will be on 23rd April. Then there will be a Phase 2 with further content optimisation and improvement. This project has only been possible with the use of Agile philosophy- for those interested a modified scrum approach. We have had to be extremely creative with our solutions to make the deadline for the deployment. We would also appreciate feedback and suggestions for moving forward."

Well done team, particularly as much of this work has been "out of hours" collaborating with colleagues in Mexico on a different time zone.

CARING FOR SHAREHOLDERS

CEMEX Creates Value Through Digital Transformation: 2017 Integrated Report



Last week CEMEX published its 2017 Integrated Report, "Leading Our Industry's Digital Transformation."

As CEMEX's second Integrated Report, it provides comprehensive insight into how the company is creating value across its four strategic pillars: People, Customers, Markets, and Sustainability.

Read the complete press release: <https://cmx.to/2EncFFe>

View the report: <https://www.cemex.com/IntegratedReport2017>

CARING FOR COMMUNITIES

To Charge Or Not To Charge



Andy Spencer, Director Sustainability, Security and Energy, discusses the question of installing charging stations for plug-in hybrid and electric cars:

Q: What is the background on electric and hybrid cars?

A: At the moment the car industry is a state of disruption. The VW diesel emissions scandal and the 'dirty diesel' media coverage has led consumers to think that all diesel cars including new models are worse than petrol or other options. In the last 12 months new car sales have fallen, diesel cars by 37%, highlighting that most of us are uncertain about the best choice of car - diesel, petrol, hybrids or electric.



Q: What are the advantages of plug in hybrid vehicles?

A: When fully charged most hybrid vehicles will drive for 15-30 miles on battery and then revert, typically to a standard petrol engine. They have current car tax advantages, as the emissions test (which determines the tax charged) begins with a full charge over a 20 minute test. These cars meet their potential over short journeys with regular charging.

Emissions tests for vehicles are changing to longer laboratory cycles and real, 'on road' testing. The effect this will have on results and taxation is currently unclear.

Q: What decision has been made by the business about installing electric charging points or allowing charging of cars on sites?

A: It has been decided for the moment not to install charging points or allow charging at sites for numerous reasons including:

- To be fair to everyone they would have to be installed across the business and this represents a significant investment.
- Charging points, particularly 'fast' points are very expensive to buy and operate.
- They take up parking spaces and at some sites, spaces are at a premium.
- Some sites are leased and therefore we would have to get permission from the landowner, which may not be forthcoming.
- Some local electricity networks do not have the capacity for charging points.
- Part of our electricity cost is 'connection capacity charge' - more capacity needed could increase our cost significantly.
- Our electricity rates vary significantly, for example in the afternoon peak periods the costs can be 'eye watering'.
- Recovering fair cost from people who would use charging points is complicated.
- Maintenance can be costly.
- Where dedicated charging points do not exist, trailing cables and electrical safety could present a safety risk.

Q: Will it always be the case that we won't install charging points?

A: No. The decision not to widely invest reflects the situation today. We remain committed to becoming more sustainable and socially responsible, and as vehicle technology, taxation, government support and energy network changes emerge, the decision will be reviewed on a regular basis. We may undertake trials occasionally to learn and adapt to future challenges.



Middleton Lend-A-Walking Hand



Well done to the team of staff from Middleton Quarry (Maurice Burrell, Tony Tallentire, Andrew Hogg, Luke Blackett, Mike Young with Kevin Cage, Jeff Sewell and Daniel Lane (Divet Hill AQM) who completed a Lend-A-Hand last week. They continued with a project they started last year with the North Pennines Way.

Kevin Cage continues: "Essentially, both year's Lend-A-Hands have been path maintenance and drainage improvements prior to the walking season starting in earnest on the Pennine Way that runs on the opposite bank of the River Tess - roughly a three mile stretch so far. We supplied 5 tonnes of 10mm dust which then had to be carried or wheel barrowed across pedestrian bridges to the point of repair. Access to the path is very restricted and the path material was initially helicoptered in when the paths were originally constructed several years ago, which is not financially viable for repairs unfortunately.

A lot of hard labour was involved, but it was very enjoyable and the users were very grateful as they passed by which gave the team some good feedback on the day. We have been lucky both years and avoided large downpours although there was some on the morning of this event."

Packed And Concrete Products Lend-A-Hand At RSPCA, Coventry



On 19th March, while the Beast from the East was in flow, some brave CEMEX souls from Packed and Concrete Products in Rugby put on their mittens and woolly hats and gave their time to the local RSPCA branch in Coventry where a long outside wall of the cattery caging needed painting. Despite the paint being thick and not user friendly, especially in the freezing temperatures, the team persevered and got most of the wall done.

It wasn't all bad though as the team: Louise Trodden, Matthew Baines and Jamie Mullaly, all got a tour and even got to see some puppies. Unfortunately, their fingers were so cold they didn't manage to take any photos. Brrrrr sounds like a cold day out....

Asphalt Lend-A-Litter-Picking-Hand



Well done to the Southern Asphalt team who completed a Lend-A-Hand at Bleacker Hill near Barnsley. They carried out a litter pick before the Tour de Yorkshire passes through the village.

The picture shows (left to right) Jason Barker, Paul Dale, Phil Repton, John Beard and Steve Taylor.



CARING FOR EMPLOYEES

Get Ready For The General Data Protection Regulation (GDPR)



The GDPR will be coming into force on 25 May 2018 and this new law will harmonise data protection laws across Europe and grant individuals a number of new rights in relation to their personal data. There are also large fines for organisations that breach the new rules.

The UK Legal Team has been working with colleagues across CEMEX in order to ensure that we become compliant ahead of the deadline. Some of you have been and will be called upon to assist in various tasks relating to this project and your cooperation is much appreciated!

Over the coming weeks we will be reporting to you on progress-watch this space!

In the meantime if you receive any enquiries from third parties in relation to CEMEX's GDPR compliance programme or have any questions on this subject then please contact Vishal Puri - UK Legal Director on vishal.puri@cemex.com

Thank You And Farewell



Clive Heeley retired from our company last week following 46 years of loyal unbroken service. He has worked for RMC/CEMEX in various roles all within the technical function.

To mark his great achievement the Aggregates and Asphalt Technical Managers celebrated Clive's career in Birmingham following the Aggs and Asphalt Technicians training day that Clive also enthusiastically attended.

Clive started his working life in the pharmaceutical industry in the laboratories, but after considering a future in contraceptive pills for pigs (fact) or the attraction of making concrete, he settled for the latter!!! And we are very glad he did!!

His first job was as a Technician in Great Barr working for Bob Drake; he then progressed in various roles through to Concrete Technical Supervisor at Oldbury, and then Technical Manager. His final role was Aggregates Technical Manager covering the Midlands and East, a huge area which he covered with great enthusiasm, knowledge and experience.

All our best wishes and good luck for the future go to Clive as he settles for the sunshine of Tenerife as opposed to the gentle drizzle currently falling on Oldbury.



Farewell John



Rugby Works bid a heart-warming farewell to Process Controller, John O'Malley, at the end of March. John has retired after 40 years dedicated service and was given a great send off by colleagues who stayed back to wish him all the best at the beginning of his final night shift.

John will be greatly missed, and we wish him a well-deserved and happy retirement. As a parting gift the Plant presented John with a new Apple Watch which we are told he is already getting good use out of whilst walking his dogs.

Goodbye To Dave Too....



After 29 years of service Dave Berriman retired at the end of March 2018.

He was working as an Operator Maintainer on Team 5 for the last 18 years and he will be missed by the Production Team. Everyone at Rugby Plant would like to wish Dave a long and happy retirement.

Dave (and fellow retiree, John O'Malley) were taken for a well-earned meal and a few drinks at a local restaurant and were then joined by other members of the Production Team - a good night was had by all.

Brian Calls Time



At the end of March Brian Finch, Quality Coordinator, retired from the business after nearly 44 years of service. The occasion was celebrated with his close friends and colleagues whom Brian has worked alongside over the course of his career at Southam and Rugby Cement Plants. An evening of emotion and reminiscing was enjoyed by all, including a moving speech by Brian and the presentation of some gifts to honour Brian.

From everyone at CEMEX who knows and has worked with Brian, we wish him all the best and a long and enjoyable retirement with his wife Sue.

Do You Know Someone Who Wants To Be A CEMEX UK Apprentice Driver?



The highly successful CEMEX logistics apprenticeship is opening for the fourth year to attract 19 youngsters into driving LGVs (large goods vehicles) delivering Aggregates and Cement.

The past three year's courses have seen 29 young people graduate from the one year's apprenticeship scheme, which is run in conjunction with training provider, Systems Training.

12 of the successful applicants will go into the Aggregates operations and seven into Cement, all of whom could graduate with a nationally



recognised apprenticeship qualification in Driving Goods Vehicles, an LGV category C or C+E licence and a job as a LGV CEMEX driver.

Emily Luff, one of this year's cohort and an Aggregate Driver apprentice at Swinderby Quarry, Lincoln comments: "The apprenticeship scheme has made me grow as a person, taught me how to act in the workplace and given me a career. I've learnt so much."

Do you know of anyone? To find out more, please go to www.cemex.co.uk/careers or to apply, please email your CV to: adam.mccabe@system-training.com

Thanks For Your Effort Winners Are.....



Congratulations to the Fridaythorpe Coating Plant team: Anthony Dale, Marc O'Rourke and Leo Madley, who are February's Thanks For Your Effort winners. The team at Fridaythorpe stepped in twice during a one week period to prevent incidents on the site with logistics, which could have otherwise resulted in a vehicle rollover or personal injury.



Firstly, they prevented a vehicle rollover when a Hymas driver didn't open his back door whilst tipping sand. In the second incident when a Hodges wagon broke down Leo supervised the recovery of the truck.

When an individual/team demonstrates one or more of our values they may be nominated for recognition. Monthly winners are recognised in UK News and the annual Team Talks.

All employees are eligible and able to nominate. The monthly winners receive store vouchers to the combined value of £100.

Thanks For Your Effort Nominees



As well as the overall winners, 14 other colleagues were nominated for going above and beyond in February. The Feb 14 were....



Phil Repton and the **Weighbridge Team at Salford Asphalt**. Phil and the team found out that three vehicles had been loaded the night before in severe weather conditions. Phil made the truck stand in the sun until it was safe to unload thus preventing a vehicle rollover.

Dean Edwards and the **staff at Local Asphalt Nottingham**. For going above and beyond to service customers in normal and out of hours.

Jon Godley, Central Sales Manager Asphalt. For being a brilliant boss!

Helen Kinsella and **Carol Oliver** – Sales Admin. Both took on additional workload to cover for maternity leave, staff sickness and staff leaving.

Mark Bonner, Internal Sales Rep, Commercial Aggs. Due to staff illness Mark has, at times, singlehandedly covered the Internal Sales Office managing to maintain internal processes (price



increase) and secure much needed sales. As Mark has only been with Aggregates for less than a year this is impressive.

Phil Repton and Hayden Gill – Site Managers for Salford and Dove Holes. CEMEX held the second European Rail Workshops in the UK in February. We hosted CEMEX representatives from Germany, Croatia, Latvia & Czech Rep. Phil Repton and his team hosted the first day at Hope St and Hayden and his team hosted the other two days at Dove Holes. The main focus was Health & Safety. Phil and Hayden were perfect hosts.

Debbie Martin, Weighbridge Operative Roan Edge Quarry. Debbie challenged a haulier who was on the banned list of contractors. They came into Roan Edge Quarry and tried to collect a load for delivery on behalf of CEMEX whilst working as a third party to an approved contractor. Debbie has prevented a haulier, who does not meet the health and safety standards set by CEMEX, from delivering materials on our behalf.

Simon Dyson, Operations Manager RMX Area 7 Yorkshire. Simon received a call at 7.00pm on Friday 16th February from CEMEX Cement as the out of hours key would not work at the Hull Concrete Plant. As Simon had a spare key he dropped his three children off at a friend's house (his wife was working nights) and drove the 50 mile, two hour round trip to Hull Plant to allow the night delivery of Cement to discharge - this was after completing another very busy ten hour shift looking after his Concrete Plants in East Yorkshire.

Gavin Hunter, Leeds Plant Manager RMX. Gavin has produced consistently and worked really hard over the past few months. Leeds has been extremely busy and late finishes are fairly common. Gavin takes this in his stride, never complains and gets on with the work.

Andrew Ralph, Relief Plant Supervisor RMX Leeds. Andrew has gone above and beyond helping the team in a number of areas, particularly in organising and conducting plant training and safety briefings.



Mark George, Operator Concrete Products Slab Plant. One of the Foreman at the Slab Plant was off sick for a week. Mark has been with the business for a year and has excelled in his learning of the process. He has been working with the Foreman to learn the press side which is one of the more complicated jobs. Whilst the Foreman was off sick Mark took control of the factory and managed to produce products.



Chris Thomas and Will Smith, Production Operatives, CEMEX Floors Rochester. Chris and Will who are multiskilled Operatives agreed to come and work at the Wick Plant on the Production team for four weeks during January and into February so that customer orders were satisfied. They stayed away from their home county for the four weeks, commuting back at weekends until staffing levels at Wick were back to required levels.

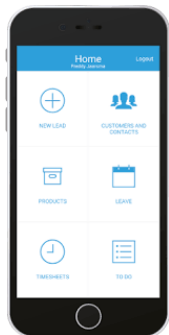




Dave Berwick, Greg Kuzbiel and Stuart Maxwell, Engineer, Machine Operator and Grab Driver, West Calder Building Products team. Our Maintenance and Production staff took up the task of replacing the chains on our plant elevator, which none of the personnel had done before.

Firstly, the team sat down and completed a Risk Assessment for the task, discussing all the hazards associated with such a large job. They put the control measures in place and agreed as a team how the task could be done safely. Due to the planning, team work and good communication this job was done without incident.

New Employee App On The Way



As of 13th April 2018, the CXME App on our smartphones will no longer operate. It was decided to terminate the use of this App for two reasons:

1. Our partner who developed the App wanted an unreasonable price increase and a long-term contract which we could not commit to.
2. There is a new CEMEX Employee App called CEMEX Today which will be ready later this year, developed by our CEMEX global Corporate Communications Team.

The new solution is a ONE CEMEX tool which will be available to all employees within our business, it has been developed in-house to our specifications, and there is no cost to us. The functionality of CEMEX Today is not identical to CXME, but as with all our new digital solutions it is just a first version and will be enhanced with future versions.

Our CXME App has served us well in the last two years, and helped to lead the way for a CEMEX-owned internal employee app solution.

When we have a confirmed launch date of CEMEX Today the Communications Team will send the update and instructions on how to download it.

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
129-04-2018	Operator Maintainer	Cement	Rugby Plant	17/04/2018
130-04-2018	Multi Skilled Operative	Aggregates South West and Wales	Wickwar Quarry	13/04/2018
131-04-2018	Aggregates Trainee Manager	Aggregates South West and Wales	Wickwar Quarry	13/04/2018
132-04-2018	Paralegal	Legal	Rugby Office	13/04/2018
133-04-2018	Legal Secretary	Legal	Rugby Office	13/04/2018



134-04-2018	Multi Skilled Operative	Aggregates Northern	Dove Holes Quarry	20/04/2018
135-04-2018	Plant Manager	Readymix Central	Brentwood Plant	20/04/2018
136-04-2018	Cash Sales Agent	UK Readymix	Rugby Office	13/04/2018
137-04-2018	Electrical Coordinator	Cement	South Ferriby	27/04/2018
138-04-2018	Plant Technician	National Technical	Gartshore	23/04/2018
139-04-2018	Plant Technician	National Technical	North East based at Leyburn	23/04/2018
140-04-2018	Strategic Planning Analyst	Strategic Planning	Rugby Office	23/04/2018
141-04-2018	Quarry Operative	Aggregates Southern South East	Hamer Warren Quarry	17/04/2018
142-04-2018	Multi Skilled Operative	Aggregates East	Costessey/Holt Quarry	30/04/2018
143-04-2018	Weighbridge Operative	Aggregates East	Costessey Quarry	30/04/2018

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 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.





LIFT OFF!



CEMEX Go launch update – 9 April



CONGRATULATIONS – CEMEX Go Go.. Go.. Goes Live!

This was the scene in our Rugby office as CEMEX Go went live this morning, with Customer Care Agent Stephanie Owen monitoring orders for our bulk cement launch customer Mapei coming through on screen! Mapei is one of 12 cement and readymix customers who have signed up for CEMEX Go for this first launch. It's the culmination of many months of dedicated hard work from everyone in the team – congratulations to everyone!

“Think of all the phone calls this is going to save me!!”

Already on Day 1 we've had excellent feedback from our launch customers! Pictured left is Dave from Technic Concrete Floors in the north-west who was tracking his orders today with Laura Hogan “My team couldn't believe how user-friendly the system is - this is what's been missing from our industry.” Meanwhile Amanda Walker (shown right) was on site with Richard at Guildford Tipper Hire, who said the solution is very user friendly and he's looking forward to placing his future orders on CEMEX Go!!



CEMEX Go Learning Hub – now live on our brilliant new website

Last week we went live with our brand new CEMEX Go website, supporting the launch of CEMEX Go and designed to create an improved digital experience on web, mobile and other devices. Customers can now click directly through the to new CEMEX Go Learning Hub to pre-register and learn about the features and benefits of our new digital customer solution – check it out at www.cemex.co.uk/go

Welcome to our new Customer Care Agents!

Introducing left to right.... David McKenzie, Avril Harris, Charlotte Sanson and Stephanie Owen – our new Customer Care Agents dedicated to supporting CEMEX Go. Their roles are to work closely with our early CEMEX Go customers, taking them through the four stages of our brand new digital solution - Ordering products and services, Tracking deliveries, Managing changes and fulfillment, Paying invoices. Welcome to the team you CEMEX Go pioneers!

