



Welcome to UK News 19<sup>th</sup> April 2018  
your weekly update from around CEMEX UK

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## BEING THE BEST FOR FAMILIES

### Keep Safety In Mind At All Times



Well done to everyone who kept themselves and each other safe last week. We did have one TRI in Asphalt. Unfortunately, one of our employees suffered a cut to his forearm whilst carrying out plant maintenance. The wound had to be sealed with glue and steri-strips which is classed as medical treatment, and this has been recorded as a TRI.

The injured employee was working alongside a contract fitter and part of the work involved the removal of a steel beam. Sadly, when removing the beam, it fell and struck the employee's arm. It has been confirmed that a Risk Assessment and Worksafe had been completed ahead of the task and the plant was fully isolated. The investigation will consider whether there was sufficient consideration of the difficulty handling the beam, considering the weight and restricted area, and whether mechanical aids or greater assistance could have been used to reduce the risk. Any learning points will be shared via a Safety Alert on completion of the investigation.

### ROSPA Family Safety Week



accidents don't have to happen

Over the years we've made huge strides in our workplace safety and safety on the roads, however, **do we take safety home with us?** Sadly, accidents remain the biggest killer of children and young people, up to the age of 19 yet it doesn't have to be like this.

One area of focus in our 2018 UK Health and Safety Improvement Plan is our families and keeping them safe in their own homes and daily environment, particularly those who are most vulnerable – including children and the elderly. As part of this initiative we have teamed up with ROSPA in support of their Family Safety Week which runs from 23<sup>rd</sup> to 29<sup>th</sup> April

In the same week we are also supporting, as a member of the MPA, the National Fire Chief's Council Drowning Prevention and Water Safety Week – with a focus for CEMEX on trespass and Quarry safety. Across the UK there are circa five fatalities per year in Quarries involving members of the public, the majority of which are water related and occur in disused sites. These tragic statistics are a reminder of the importance of being vigilant at all the sites we are responsible for.



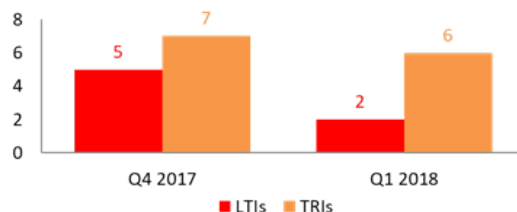
So, keep an eye out every day next week for promotional materials including posters and videos, which you can take home and share with your loved ones to make home a safer environment. We will be covering Safety in the Home, including Safe Bed Time, Safe Play Time and Safe Leisure Time – so let's all **Stay Safe!**

## We Are Going In The Right Direction?



Reflecting on our quarter on Quarter Safety Performance, shown in the chart below, it is encouraging to see we have made some progress reducing the number and severity of incidents (Lost Time Injuries down from 5 to 2; TRIs down from 7 to 6).

However, whilst the majority of our operations continue to build on their long-term injury free records, thanks to the commitment of the local teams to ensure nothing comes before their Health and Safety, incidents like the one last week highlight the need for continued vigilance if we are to maintain ZERO Harm performance in the long term. We must build on our improving trend and ensure consistent high standards and safe behaviours across the whole of the business.



Everyone must take the time to STOP, THINK & CHECK before starting a new task, to ensure all necessary safety controls are in place, and understand we all have a moral duty to STEP IN if we see anything unsafe.

## Aggs East Rewarded For Hard Work



Congratulations to Aggs East who received their 2017 Health & Safety Best Aggs Ops Performance Award last week.

John Miller gave Steven Coles and the team their Award.

Congratulations to the team for keeping themselves and each other safe for the last 13 years. Keep up the good work!

## QR Code For Electronic Reporting



Following on from the recent accident that happened at one of our sites when a rail hopper truck door was jammed, it was clear that no one had an understanding of how big an issue sticking doors were. Jason Barker started keeping a manual log from the train manifests as well as updates from Site Managers.

Jason continues: "This process is quite time consuming, open to error and under-reporting. In the mantra of better never stops we have created a system that lets anyone electronically report a problem using a QR CODE on their smart phone.

This system doesn't replace our current system of INTELEX - it supports it by encouraging people to easily report an issue in real time which allows us to then review and sort the data."



## BEING THE BEST FOR CUSTOMERS

### Collaboration Saves The Day.....



Collaboration across the West Midlands team in Oldbury, Kings Norton and Aston saved the day recently when the loading shovel at Oldbury suffered a breakdown 50m3 into a 420m3 pour. This meant the Plant ceased production.

The team sprang into action. Trucks were moved; Aggregate and Cement diverted, and a replacement shovel ordered which resulted in the customer finishing their pour, as scheduled, with only a 45 minute interruption. Not bad!!

### CEMEX Go Launch Briefings...



CEMEX Go "Town Hall" Launch Briefings started this week with more than 80 staff from Rugby attending the first of ten awareness sessions being held across the UK. Led by Director of Customer Centricity, Stuart Keighley, supported by Jamie Pickles and Carl Platt, attendees watched three CEMEX Go videos and learned more about the features and benefits of our new digital solution for customers. It was explained how and why CEMEX Go is being deployed throughout the global CEMEX operations, and the reasons why this significant strategic investment in our digital future was planned.

Launch Briefings continue this week and next at Uddington (just finished – 32 attendees), Stockton and Preston Brook, with the objective of enabling face to face engagement with >200 regionally-based CEMEX UK employees. Our Cement and parts of our Readymix business went live on 3<sup>rd</sup> April and early customer feedback has already been very positive.



## BEING THE BEST FOR SHAREHOLDERS

### Introducing Tim H Wood.....



Phil Baynes Clarke and the Operational Excellence Team are continuing to roll out best practise across the UK organisation and have produced a Newsletter for everyone to read. It outlines what they have been doing over the last few months at the Leaders' orientation sessions, value adding and the eight wastes (remembered by using the acronym TIM H WOOD!), how you can start thinking about the eight wastes in your workplace and how to use the new ideas boards which will be introduced at sites to help everyone identify and eliminate anything we do that makes waste.

Whilst this story is under the Shareholder section, Operational Excellence cuts across all of our stakeholder groups making improvements for them all. Please



see the download section of the UK News website or pdf at the end of the printed version for the Op Ex Newsletter.

For some great videos explaining the eight wastes, please see Craig Hooper's links on Yammer:  
[https://www.yammer.com/cemex.com/#/threads/inGroup?type=in\\_group&feedId=14146676](https://www.yammer.com/cemex.com/#/threads/inGroup?type=in_group&feedId=14146676)

## CEMEX Ventures Launches 2018 Construction Startup Competition



CEMEX Ventures announced the launch of the 2018 Construction Startup Competition, an initiative which aims to find start-ups looking to lead the transformation of the construction industry.

Under the slogan "Lead the disruption, join us," CEMEX Ventures, CEMEX's open innovation and venture capital unit, presents its second open call which will be open from 10<sup>th</sup> April to 3<sup>rd</sup> June 2018. The challenge calls for entrepreneurs and startups to work in four areas: urban development, improvement of the connectivity of the actors in the construction value chain, development of new project funding sources, and new construction technologies.

Read the complete press release: <https://cmx.to/2v2Fo34>

## BEING THE BEST FOR COMMUNITIES

### Lend-A-Hand For The Stroke Society



RMX Area 16 carried out a money collection Lend-A-Hand at New Street Station, Birmingham for the Stroke Society. The team involved were Jim Wainwright, Pete Hember, Martyn Pearce and Dave Freebody. Here is the lovely letter of thanks they received:

*Hi Jim,  
 Many thanks to you, Pete, Martyn and Dave for volunteering last week and braving the cold of the station - we really appreciate your help.*

*In total we raised £242.00. Thank you for your efforts in raising this amount. Best Wishes, Abi.*

As well as the money raised on the day CEMEX agreed to match the funding so in total £442 was raised.

### Halkyn Bowled Over....



Thank you to the team at Halkyn Quarry who spent their Lend-A-Hand at the local bowls club. The team helped by painting the club house, shed and benches. They also cut the hedges ahead of the club's first game.

Left to right in the photo is Andrew Edwards (QM), Chris Breeze (Fitter), Gareth Powell (AQM) and Nicholas Lanceley (Weighbridge Operative). Gareth Jones (not pictured) also helped but unfortunately had to leave before the picture was taken.





## More NAM Training From The RSPB



The RSPB group, Nature After Minerals (NAM), is going to be running a second day's training course on 'Calcareous grassland, enhancement, creation and management'. This will take place on Thursday 5<sup>th</sup> July at Dove Holes Quarry in Derbyshire. Booking for the original 4<sup>th</sup> July course is now closed.

The outline of this course (as appeared in our original promotional leaflet) is as follows:

"An introduction to grasslands – creation, establishment and aftercare – aimed at the minerals industry. Join us to learn about creating and managing calcareous grassland habitat to benefit a wealth of species. We will be covering: grassland creation techniques; choosing what is right for your soils; establishment; common issues and "what good looks like", as well as the importance of aftercare management.

The course will focus on calcareous grasslands surrounding CEMEX Dove Holes Quarry in Derbyshire and will include a light lunch and afternoon site visit."

The cost of this course is just £120 + VAT and includes all handout material, transportation to the site visit area, refreshments and a light buffet lunch.

To book a place and confirm payment arrangements please contact Holly Jopson at conservation-advice@rspb.org.uk Places are available on a first-come, first-served basis.

N.B. individuals already on a waiting list for this course need not re-apply and will have been contacted separately. Full details of all 2018 NAM courses are available on the RSPB website [here](#).

## Historic Information Or Stories About Newbold Quarry....



Do you or a family friend know any historic information on Newbold Quarry? A local resident, Michael Ogden, and his brother are collecting information for their hobby. It's purely for their personal collection and interest. They have already exhausted the local library's information and wondered if there were any employees who might have old information or personal stories about the Quarry.

If you do, Michael is happy for you to contact him on his phone 01788 572 432, or you can pass the information to Victoria on Reception at the Rugby Office who is happy to call him and send it on.

## Michel Says Bonjour To The Mexican Ambassador



Michel Andre and Martin Casey recently took the opportunity to meet with the Mexican Ambassador in London. It was the first time Michel had had a chance to meet the Ambassador, who we have close links with – being one of the largest Mexican owned businesses in the UK.



## BEING THE BEST FOR EMPLOYEES

### Auto Enrolment Pension Scheme Changes



By law, from April 2018 the employee contribution rate for members of the Auto Enrolment pension scheme will increase from 1% to 3%. The employer contribution will increase from 1% to 2%. This change will happen automatically.

If you have any questions or would like more information, please email [gb.pensions@cemex.com](mailto:gb.pensions@cemex.com)

If you are a member of the Auto Enrolment scheme you may wish to join the defined contribution section of the CEMEX UK Pension Fund (the "Full DC Section") instead, which has different contribution rates. You will have been sent details of this with your job offer. If you would like another copy, please contact [gb.pensions@cemex.com](mailto:gb.pensions@cemex.com) for a Pensions Pack.

### 40 Years For Vince



Congratulations to Vince McGuire at Kensworth Quarry for reaching his 40 years service milestone.

Mike Andrews commented: "Time flies when you're having fun!"

Well done and thank you Vince.

### 15 Years For Colin



Well done and thank you to Colin Heathorn who has recently completed his 15 years service with CEMEX. Colin has spent all his career based at our Rail Solutions operation in Somercotes, Derbyshire.

Colin has been a big part of the changes seen at the Plant over the years and has covered a leading hand role for many of those years as well as helping when new products were implemented at the site.

Terence Clair, Operations Manager, commented: "I am very lucky and honoured to have so many of my team work for us for such a long time; it helps maintain the skills that are critical to ensuring that we are all safe at work. Colin has been a joy to work with, he is a gentleman who isn't afraid to speak up when it is needed, and he has contributed a lot to Somercotes over his 15 years service.

Thank you Colin for all you have done, and I look forward to many more years of working alongside you."



## Latest CEMEX Lifestyle Offers



Don't forget to look at the latest CEMEX Lifestyle offers.

Go to our website for more info: [www.cemexlifestyle.co.uk](http://www.cemexlifestyle.co.uk).

There is also a holiday competition to win....

## Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
144-04-2018	Cement Driver	Logistics Cement	Tilbury	20/04/2018
145-04-2018	Planning and Development Coordinator	UK Services	Rugby Office	25/04/2018
146-04-2108	Plant Manager	Readymix Southern	Eversley Plant	27/04/2018
147-04-2018	Operative	Aggregates Scotland	Temple Quarry	20/04/2018
148-04-2018	Production Process Controller	Cement	Kensworth Quarry	30/04/2018
149-04-2018	Fleet Planner/Shipper x 2	Readymix Central	Attenborough	25/04/2018
150-04-2018	Relief Plant Manager	Readymix Central	West Midlands and Staffordshire	24/04/2018
151-04-2018	Aggregate Planner	Aggregates Southern	Rugby	01/05/2018
152-04-2018	Chemical Laboratory Analyst	Cement	Rugby	01/05/2018

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.







# April OFFERS

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## Welcome to our first Operational Excellence (OpEx) news update!

At our Leaders' Orientation Session in March we agreed the roadmap for the deployment of OpEx and the next steps to introduce to all our business areas.




The days were hosted by Phil Baynes-Clarke, Mark Beagrie & Mike Andrews and the attendees were: Damien Allen, Dan Bateman, Sue Townsend, Paul Carey, Andrew Burne, Nigel Smith, Jason Barker, Steve Lankfer, Sean Page and Paul Crowther. Additionally, they were joined on Day 2 by Craig Hooper, Darren Eversedge, Vanessa Smithson and Stef Fox who shared experiences from their Cement and Aggregates CI programmes.

## Value Adding and the 8 Wastes ..remembered by the acronym..

**T I M H W O O D**

In this update we explain the concepts of **value-adding** and **non-value adding** activities, the 8 different types of waste which suck the value out of our business, and how to identify and eliminate waste -

**T** **Transportation** – Excessive movement of materials, products & information from one location to another




**W** **Waiting** - Delays caused by shortages, seeking approvals, waiting for something to happen




**I** **Inventory** – Excessive raw, in-process or finished materials, products or information




**O** **Over Production** – Producing quicker or more than required on the assumption that we can sell it




**M** **Motion** - Excessive movement and / or poor ergonomics that force excessive reaching, twisting, bending




**O** **Over Processing** – Adding more value or putting more into the product or service than the customer is willing to pay for



**H** **Human Talent / People** – The untapped skills, knowledge and potential of our most important 'appreciating' asset



**D** **Defects** – An unplanned waste or fault, something not done 'Right First Time' or needs to be done more than once





## Think about the 8 WASTES in your role and workplace....

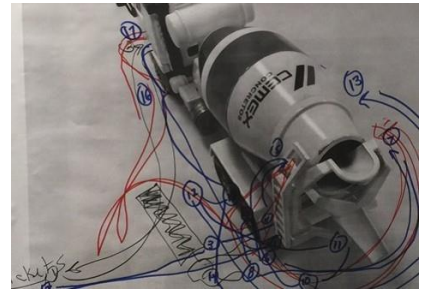


Do things get moved around or double-handled?

Do we ask for other peoples' ideas for improvements?



Does too much get made so that its put to stock or thrown away?



Is everything we do in a logical manner? Are equipment and supplies located correctly?

## What ideas do you have to reduce some of the 8 wastes?

### What's coming next ?

Through our UK Operational Excellence teamwork we will encourage and help people to eliminate the wastes that contribute to non-value adding activities and we'll be asking for your ideas



**Ideas boards** will be introduced at sites to help everyone identify wastes and clarify how to eliminate them. The mock-up attached shows how these will look – they will be finalised and produced for your use very soon

For more information, contact –

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