



Welcome to UK News 10th May 2018
your weekly update from around CEMEX UK

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CARING FOR FAMILIES

Three Weeks Of Zero Harm – Stay Focused



Thankfully, for a third consecutive week, we were free of any Lost Time Injuries (LTIs) or Recordable Injuries (TRIs).

A Year Since Jimmy Died



On a sombre note, the end of this week marks the anniversary of the death of our colleague, Jimmy Brownlie. Jimmy died in a workplace incident at our West Calder Factory on 13th May last year.

It would be fitting to take time this week to reflect on our personal Health and Safety leadership to consider if we do enough to ensure our own safety and the safety of our colleagues, and whether we have done all we can to ensure such a tragic event cannot be repeated.

LTI Free Success



Our appreciation goes to the teams in the following areas of the business on demonstrating their commitment to ZERO Harm:

- Kensworth Quarry - 9 years LTI and TRI free (last LTI/TRI 03.05.09)
- Sand Falcon - 2 years TRI free (last TRI 05.05.16, last LTI 04.02.14)



- Dry Silo Mortar
- Silver FORS accreditation (FORS – Fleet Operator Recognition Scheme)

London RMX Safety Sword Celebrations....



Last week saw RMX London take a moment to celebrate winning the 2017 Safety Sword. They are very proud of receiving the coveted award in what is arguably one of the busiest and potentially riskiest areas of our business.

Nigel Bateman, RMX London Area Manager, takes up the story: "The national Health and Safety Award, better known as the Safety Sword, has been presented for many years to the part of the business with the best Health and Safety performance... in fact it was first presented in the year England last won the World Cup, a

very long time ago...1966 to be precise!

As Health and Safety standards have improved over years, the competition for the Sword has got tougher and tougher and so have the judging criteria. The very best from each of our business sectors are selected to compete for the Sword, based on injury performance, Health and Safety inspection and audit scores, HSE enforcement action, etc.

The best in each sector then submit a written entry and make a presentation to the UK Leadership Team, who then vote for an overall winner. For CEMEX London to win the Sword for 2017 is a great honour and recognition of our commitment and effort to work as a team and look after each other. Sincere thanks go to everyone for contributing to this success.

We feel very proud of what we have achieved, but we also recognise that things can go wrong very quickly with Health and Safety and that usually means someone gets seriously hurt. It's always nice to win something but most of all we feel proud that we reached our 10 years lost time injury free milestone, which is the very best reward and will continue to focus on our future to continually improve."

Well done to everyone involved – employees and contractors – for this much deserved recognition.

In The Healthy Month Of May



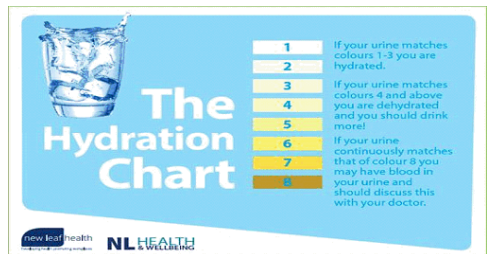
May is CEMEX's Health Month, and whilst we may not be officially supporting a Pedometer Challenge this month, it doesn't stop you engaging your teams locally in having a bit of a health kick. We will be raising awareness throughout the month; based on the CEMEX Health Essentials.



There are so many inspirational websites out there which give great advice on how to get active - look at the BBC Sport 'Get Inspired' website, it has activity guides, an 'Activity Finder' and a great App to set your goal and track your progress.



..... And not forgetting about staying hydrated



The NHS recommend at least 1.2 litres of water per day (6-8 glasses). Use the Hydration Chart to see how hydrated you are.



So, can all Managers and Supervisors use the materials to engage your teams and discuss what you all can do to improve

you and your family's health and fitness.

The materials and videos can be found following the link on the 'Sharepoint' site:

<https://cemex.sharepoint.com/sites/HealthandWellbeing/SitePages/Home.aspx?e=1:fbe5381bb3874347bdd2845fb23a56a7>

(You may have to enter your CEMEX email address if prompted)

And also via our 'Yammer' site:

https://www.yammer.com/cemex.com/#/threads/inGroup?type=in_group&feedId=14513002&view=all

LTI Free Congratulations To....



The crew of the Sand Falcon who reached 4 years LTI Free over the weekend.

Long term achievements such as this, in particularly hazardous working conditions, are only achieved through good teamwork, with everyone demonstrating their personal Health and Safety leadership, stepping in

where required and putting Health and Safety at the centre of everything they do. Hopefully the crew's Health and Safety efforts and commitment will continue to be rewarded with injury free performance.

Drive According To The Conditions Of The Road



Colin Galvin, RMX Technical Manager, shared the following incident he witnessed last week and kindly agreed we could use it to remind everyone to take extra care while driving in adverse weather conditions and always drive in accordance with the conditions.

In addition, it's a good reminder to ensure tyres have sufficient tread depth (> 3mm) and to follow breakdown procedures in the event of an incident and not create an additional hazard. Thanks go to Colin for sharing the information and, more so, for looking after the people who were injured.

Here is a link on what to do to avoid aquaplaning or if you find yourself driving a car which is aquaplaning: <https://www.rac.co.uk/drive/advice/winter-driving/understanding-aquaplaning/>

Colin tells the story: "I was caught up in an accident earlier today on the M25 Eastbound (I wasn't involved but witnessed event to a bad smash at ~50mph in pouring rain conditions). There were casualties in both cars. I sat with a young lady trapped in her Mercedes for over 30 minutes until the



ambulance crews arrived at the scene. The fire unit cut the roof off the vehicle to gain access and safely remove the lady from the car. The other vehicle driver had a bad head injury and was wandering around the (still moving) carriageway. Luckily, I had towels in the boot of my car which helped reduce the blood flow. Both were in a state of shock.

The BMW (male driver) hit a pool of water on lane 3 of the M25 and aquaplaned sideways across the carriageway. The young lady in the Mercedes tried to avoid the BMW and both collided into the central (concrete) reservation and back across the carriageway onto the inner 2 lanes.

The worst part was that the boyfriend of the young lady arrived at the scene on the opposite side of the carriageway and parked his car in the outside lane in torrential rain, jumped over the reservation and ran to his girlfriend's car. Cars were swerving to miss his vehicle. The Police were not impressed and had to close both carriageways. Scary stuff and a reminder to us all to drive with care in wet conditions."

Thankfully Colin has since heard that the driver's injuries were not life threatening.

CARING FOR CUSTOMERS

Here We Go.....



to remember the day!

Last week our CEMEX Go Digital Support Team hosted Go workshops for 133 sales colleagues around the UK. The team of Tamsin, Amanda, Kirsty, Laura and Kris covered Rugby, Stockton, Preston Brook, Rugby, Wick and Thorpe in a week and gave a summary of the implementation so far, and the sales teams got to 'play' on the Go system. Everyone left with a thorough understanding of how Go works and some branded items

The Sales Teams were very enthusiastic about the system; here's what they said:

"Really exciting and very good updates from Tamsin and team"...

"Amazing development in our customer experience, CEMEX Go clearly leading the way delivering Superior Customer Experience"...

"Very easy to use... customers will love this"...

"Really enjoyed it.. very informative.. it is very quick and will save a lot of time, reducing invoice queries."

ONE CEMEX For CEMEX Go!



We were delighted to welcome our colleagues from France, Israel and Czech Republic in some of the instructor-led training sessions recently. Our Europe countries are in various stages of preparation for CEMEX Go go-live during the coming months, and it's important for us all to share learning points and best practice! All our overseas colleagues thanked the UK team for sharing the valuable learning experience.



Go In The Media



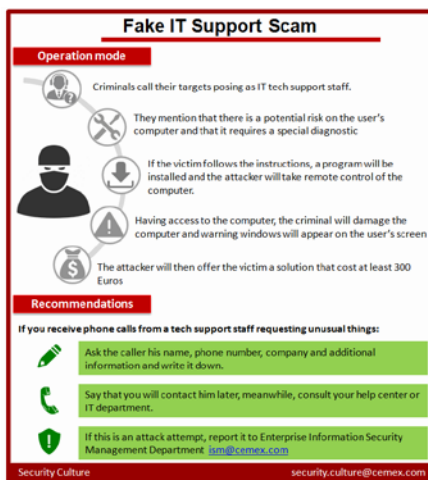
We're now raising awareness with customers across the construction industry with advertising in the leading trade websites like Construction Enquirer and The Construction Index, together with social media content promoting our game-changer CEMEX Go innovation.

We know CEMEX Go is the only end-to-end digital customer solution in our sector, and at every opportunity we need to ensure our customers

know too!

CARING FOR SHAREHOLDERS

Beware Of Fake BT Support Calls



Some of our sites have been receiving fake calls supposedly from BT pretending to speed up our broadband and needing to log on to a PC to improve it. These calls are cons with people trying to access our systems.

If you receive a call like this do not follow their instructions or do anything that they ask! We do not have internet through BT as a company in any case, and our current provider would not ask individual sites on spec to do anything. Our current provider would only call you if you have raised a service call about a specific problem.

If you receive a scam call from tech support staff requesting unusual things at work then please:

1. Ask the caller their name, phone number, company and additional info and write it down.
2. Say you will call them back and hang up. Meanwhile consult your helpcentre or IT dept (Simon Whitfield).
3. If this is an attack attempt report it to Enterprise Information Security on ism@cemex.com

The NW Gets In On The Act....



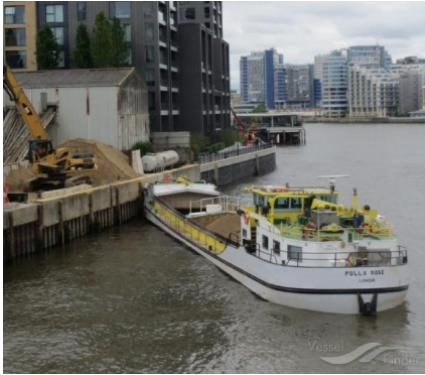
Having seen Daniel Bateman lead the North East RMX Operations team in some Operational Excellence improvements, the lads on Merseyside set about their own improvements at Haydock. Along with Paul Cheeseman, the team transformed the shed at the bottom of the yard that had turned into a dumping ground for excess additive and additions from Area VAPs.

Fantastic work led by Gary, with Phil, Lee and Kev, in giving us the opportunity now to use the area and utilise excess stock in upcoming contracts. This will help reduce costs and use slow

moving stock whilst improving Plant conditions and housekeeping. Well done gents...



Record Breakers....



It was a record breaking month for Dagenham Wharf on the River Thames in April. We managed to beat the existing record of 10k tonnes of Aggregates delivered by barge down river to Fulham Readmix Plant; with a fantastic 11k tonnes.

Well done to everyone involved - the South East Planning team led by Liz Dixon; Fulham Readymix Plant and all the staff at Dagenham.

Jamie Keeble, Deputy Wharf Manager, commented: "I'm sure with all the improvements that have been put in place and the emphasis on One CEMEX, we will strive to beat the record again this month. Well done all!"

UKQAA Appoints New Chair



Richard Boulton, CEMEX Commercial Cement Technical Manager, has been announced as the UKQAA's (UK Quality Ash Association) new Technical Committee Chair. Richard will work with UKQAA's Technical Committee members to develop and assess technical projects exploring new sources and uses for quality ash.

Congratulations on taking on your new role Richard.

Just 4 Weeks To Go!



Until the MPA's National Conference 'De-risking the Next 3 Years'. Improving Productivity... Embracing New Technologies.

Join the MPA at their National Conference, 'Mineral Products 2018' at the QEII Centre, London on 5 June 2018.

The event will explore a range of topical issues around the theme of 'De-risking the Next 3 Years'. Presenting and acting as facilitators for the day will be BBC Radio 4 Today programme presenter, Justin Webb.



Key topics include:

- Politics & Economic Outlook
- Productivity Unpacked
- Automation: 'The Opportunity'
- Automation and Transport
- Offsite Construction

Speakers currently include:

- Rt Hon. Sir Stephen O'Brien KBE, Former United Nations Under-Secretary-General for Humanitarian Affairs and Emergency Relief Coordinator



- Professor Vernon Bogdanor, Kings College London
- Andrew Sentence, PWC
- Daniel Thornton, Institute for Government
- Rebecca Riley, NIESR / ESCOE
- Professor Alistair Gibb, School of Architecture, Building and Civil Engineering, Loughborough University
- Oliver Novakovic, Barratt Homes
- Professor Michael Wooldridge, Department of Computer Science, University of Oxford
- Philip Moon, DAF Trucks Ltd
- Jackson Bond, relayr
- Anna Leach, Head of Economic Intelligence, CBI



The price is £160 + VAT per ticket
Exhibition stands are priced at **£250 + VAT**
(includes one delegate ticket). Delegates will
be entitled to claim CPD hours.



Please contact Mary Burling to book your
place/sponsor on Tel: 07855 958 434; or email
events@mineralproducts.org

CARING FOR COMMUNITIES

Sponsored Walk For Adapt Charity



ADAPT Prembabies Limited
Registered Charity Number 1138777

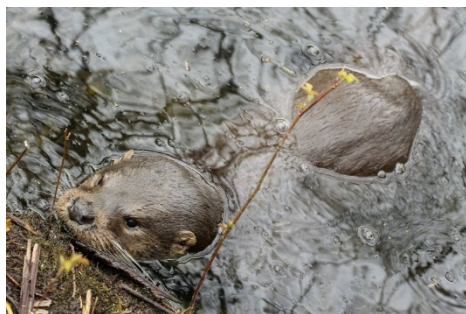
On 27th May Andrew Barwell's (Plant Manager Coventry Readymix)
Fiancée, Alice, is taking part in a charity walk in support of a charity called
Adapt.

Andrew comments: "Adapt is an amazing organisation that supports the
family of babies born prematurely. This is a charity that is very close to
home as my stepson, Harley, was born at 33 weeks and Adapt was there
every step of the way. Harley was born early due to severe pre-eclampsia which scared the family in
this uncertain time."

Alice is hoping to raise as much as possible to further fund their great efforts and give other families the
great support she received. If you would like to support Andrew and Alice please give a donation via
their JustGiving page:

<https://uk.virginmoneygiving.com/fundraiser-portal/fundraiserPage?pageId=928754>

Otter Spot



Tim Sexton from the Wildlife Centre in Attenborough had a
fantastic close-up encounter with an otter last week and the otter
hung around long enough for a number of other visitors to see
and enjoy it. This has been very positively received as a mark
that the reserve is in good shape!



CARING FOR EMPLOYEES

The Graduates....



It was a proud day for CEMEX UK Logistics to see the graduation of the 2017/2018 Apprentices who have successfully completed their nationally accredited course and LGV driving qualifications.

A big well done to them all and a big thank you to their driver mentors, driver buddies, managers and System Training - who have coached and guided them through the course. (The photo shows the whole group – the Apprentices are holding the certificates!). They are now qualified to drive our fleet Cement Tankers and Aggregate

tippers and have now moved to full time driver roles at their sites.

At CEMEX House in Rugby the Apprentices were congratulated on their high pass rates and presented with their certificates of achievement.

Since starting in May last year the group have worked closely with their mentor and buddy drivers – who have passed on their skills and experience, and everyone has had great support from across the business.

Carl Milton, who oversees the scheme, commented: “It’s very rewarding to see the next generation of skilled and safe drivers entering their careers with CEMEX.”

The programme is run in association with our apprentice training provider, Systems Training, and offers a professional framework to a nationally recognised LGV driving qualification.

25 Years For Trevor Ridgewell



Congratulations to Trevor Ridgewell, Financial Services BSO, for reaching his 25 years service milestone.

Trevor’s Manager, Mike Lynn, had some kind words to say about his valuable contribution: “I have known and dealt with Trevor for most of the 25 years he has been with CEMEX, and prior to that RMC. He is an absolute gentleman and a consummate professional. He is one of those people (like many others) who work in administration delivering a critical service to CEMEX UK, ie Risk Management and Insurance, and only comes to the forefront of the organisation and people’s attention, when something unfortunately goes wrong, as happened with the South Ferriby flood for example. Here Trevor was instrumental in delivering a favourable financial outcome for CEMEX and helping to get the Plant back into operation as soon as possible.

Thanks for all the hard work over the years Trevor!”



It's 'Snow' Problem...



Congratulations to Clive Walker, Night Shovel Driver Dove Holes, who has won March's Thanks For Your Effort award.



Clive went out of his way to keep the weighbridge open during adverse weather conditions. Snow had hit the area very hard, most of the surrounding roads were shut and the electricity board had called off the cable repairs due to the weather. Clive stepped in with a solution to the weighbridge power issue. He drove home in his Land Rover and collected his personal generator in order to run the 'bridge'. He also filled several jerry cans with petrol to run the generator with money out of his own pocket.

THANKS FOR YOUR EFFORT RECOGNITION SCHEME

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 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...



Another huge thank you to all the nominees for March's Thanks For Your Effort. We think that you are brilliant and totally deserving of recognition for your dedication and for going the 'extra mile'. The nominees are:



Andy Webster, Andy Lynall, Carlo Brown and David Campbell – Local Asphalt Grimsby. Grimsby had a busy day with delivered loads. The staff took it upon themselves to start early 5.30am, text all collect customers the day before to inform them to get in early and avoid what could be long waits for their material. This meant it would not affect the delivered loads and that they would arrive on site at the time ordered.

Conor Tiernan – Local Asphalt Trafford Weighbridge Operative. Conor has received nothing but positive feedback for his customer service. Conor goes above and beyond what is expected to give first class customer service to customers and also people within the business. Nothing is ever too much trouble.

Aaron McDowell, Abbie Le Surf, Jessica Murrell – Preston Brook Planning Offices. On the morning of Saturday 10th March, 14 CEMEX employees commenced a charity walk up Mount Snowdon for Alder Hey Hospital. The mentioned nominees arranged the event which included mini bus transportation from Preston Brook to Llanberis, setting up a JustGiving page, charity buckets around the office, safety information and general advice about route/suitable walking attire. The event was a major success with over £3k raised for the charity.

Newbridge Quarry Team led by Dave Leckenby. Around four or five years ago Newbridge Quarry had been issued with a potential closure notice. This was rescinded after a lengthy consultation and from that moment they have not looked back and gone from strength to strength. The team are led by Dave Leckenby and backed up by a dedicated work force all pulling in the same direction to try and



achieve the best results for the local customers they serve. In February they served 78 trading customers. This is a very healthy customer spread in a diverse market and the highest number in the North East.

Kevin Mellors, Lee Robinson and Darren Hepworth – Rugeley Quarry. Following a run of bad weather, the Quarry was unable to complete some essential maintenance. This maintenance had to be delayed until the weather improved, however, due to high sales demand the sharp sand stocks were almost completely exhausted which would result in potentially lost sales and letting our customers down. Lee, Kevin and Darren all volunteered to work additional hours up to 7 o'clock in the evening to run the processing plant to ensure they could meet the customer's demands. They are continuing to do this until the stocks build.

Jackie McDonald – Sales Manager Scotland, Asphalt. Jackie took on additional workload to cover for East Scotland after Steven Reid left. This affected the East region of the business from November 2017 onwards. There is a new Sales Rep starting April but Jackie has had to cover the two extra Plants in the East.

Michael Williamson – Wharf Supervisor. Michael worked extended hours to ensure product was available for our customers and stayed late to affect a necessary repair to enable production to increase with another screen becoming available again. He started early that morning at 5am to ensure processed stock was available when we opened and stayed late to repair the screen (after 6pm). He then came in the next day, on a Saturday, to ensure sufficient cargo was processed/ moved to enable Marine to land their dredged cargo.

Gordon Renshaw – Ops Manager, RMX Northern Yorkshire Area 7. Cement Tanker Driver, John Batty and Apprentice, Luke Sidaway, found a large water leak at Sheffield whilst delivering at night. They got in touch with Ian Phoenix which resulted in Gordon coming out at 8.30pm and isolating the water tank which prevented the yard becoming covered in ice and saved thousands of pounds - this was after completing another very busy 10 hour shift looking after his Concrete Plants in South Yorkshire. Well done Gordon.

Eric Hits 15 Years Service



Congratulations to Eric Cheeseman who achieved 15 years service on 28th April. He received a £200 voucher of his choice.

Michael Hinson, Eric's Manager, commented: "Eric started work at Aylesford Quarry Bagging Plant then moved up to Northfleet Wharf as a Fitter. Eric now looks after the weighbridge at Northfleet Wharf and exceeds in his role.

Well done Eric on the 15 years service, I am looking forward to the next 15! Thank you and congratulations from all the team at Northfleet Wharf."

Lastest Employee Comms Forum



Well done to the Asphalt & Paving Solutions team who held a great Employee Communications Forum in April.

Garry Gregory expands: "Thank you to all the



representatives who attended and actively participated; we will have a follow up later in the year.

Following the forum we have put together a summary of the discussions in a newsletter which is a new format, but hopefully it makes it easier to digest the information and to cascade it. There were some great questions raised - thank you all. These have now been answered and are available for sharing (via your representative).

Lastly, thank you to all those who supported the forum - namely, Phillip Hutchinson, William Johnson, Robert Cunningham, Barinder Sandhu, Paula Fielding and Elizabeth J Burns."

In case you don't know who the reps are:

- Andrew Raeburn - Asphalt Operations North
- Michael White - Asphalt Operations South
- Mark Wolstencroft - Asphalt Technical
- Dave Tomlinson - Asphalt Technical
- Hannah Davis - Asphalt Sales
- Jane Hitchmough - Internal Sales Asphalt
- David Daszczak - Paving Solutions North
- Jon Legge - Paving Solutions South
- Julie McLean - Cementitious Paving
- Gary Hornsby - Customer Services & Planning

CEMEX UK Tax Free Bike Scheme



This year's window to save money on a bike through our Cycle to Work scheme is about to open. You can take advantage of the CEMEX Lifestyle offer between 14th May and 30th June.

Visit www.cemexlifestyle.co.uk, call Cycle to Work on 01908 303498 or text 'cycles' to 81025 to find out more.

Would You Like To Be A CEMEX UK Digital Champion?



Across CEMEX globally we're looking for people to help spread the word about our new digital tools in Microsoft 365...

..people who want to help make us the digital innovation leader by...

- Spreading enthusiasm by adopting improved digital ways of working.



- Encouraging MS 365 tool usage and knowledge sharing.
- Building awareness of the value of our latest digital projects with your local teams
- Bringing the new ways of digital working to life in your work area
- Helping people in your team understand “what’s in it for them”
- Providing helpful feedback to our IT colleagues

How will it work? We’ve invested in new Microsoft 365 software for all users to collaborate and communicate more effectively together. We successfully migrated everyone to MS Outlook in Q1 2018 and there is a suite of other MS tools within 365 which will further add value to our business. The next step is to help everyone learn about the features and benefits of MS 365 through peer-to-peer learning.

What is a Digital Champion? We’re looking for people in CEMEX UK who are already early adopters of digital technology and can see the real benefits to our business of helping others to adopt new ways of working as part of their current roles. We hope to find enthusiastic volunteers spread across all our business units.

What are the benefits? People who volunteer to help with this and become our Digital Champions will benefit from priority access to the latest CEMEX devices to help them work most efficiently, and there could be opportunities to become Microsoft-accredited.

When will it start? You will be invited to CEMEX digital events, the first of which is a one-day Digital Collaboration Forum at..

Dunchurch Park Hotel, Dunchurch CV22 6QW on 12th June

It will be delivered by Microsoft experts in a mix of conference sessions and showroom workshops to familiarise with the new MS 365 tools (eg. Outlook, Yammer, Sharepoint, Skype for Business)

How do I sign-up? Please fill in the attached form with your contact details, job role and business area, then return your completed form to carol.killham@cemex.com **before 14th May 2018**

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
169-05-2018	Multi Skilled Quarry Operative	Aggregates Central	Cromwell Quarry	11/05/2018
170-05-2018	Shipper Area 16 West Midlands	Readymix Central	Oldbury	11/05/2018
171-05-2018	Plant Operative	Asphalt	Wickwar Asphalt Plant	18/05/2018
172-05-2018	Plant Manager	Readymix Central	Kidderminster Concrete Plant	23/05/2018
173-05-2018	Multi Skilled Quarry Operative	Aggregates South West & Wales	Taffs Well Quarry	16/05/2018



174-05-2018	Sales Executive	Readymix Southern	Area 20 South Wales West Swansea Bridgend Merthyr	16/05/2018
175-05-2018	Area Sales Manager	Readymix Northern	Area 6 North West	23/05/2018
176-05-2018	Area Sales Manager	Readymix Southern	Area 24 South Coast and South East	01/06/2018
177-05-2018	Multi Skilled Operative	Aggregates Midlands	Swinderby Quarry	23/05/2018
178-05-2018	Planner	Aggregates Northern	Preston Brook Office	16/05/2018
179-05-2018	Customer Service Team Leader	Aggregates Northern	Preston Brook Office	16/05/2018

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 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.





Yes – I would like to be a CEMEX UK Digital Champion

Name	Job Role	Business Area	Email Address

Please return this completed form to carol.killham@cemex.com
before **May 14th 2018**

