



Welcome to UK News 27th June 2018
your weekly update from around CEMEX UK

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CARING FOR FAMILIES

Another Week Injury Free – Keep It Up



Congratulations to everyone for keeping each other safe last week. This makes it our sixth week injury free. Everyone deserves to go home safely every day. Please stay vigilant and keep yourselves safe above all else.

Michel had this to say about our current performance: “The impact we should all have in mind is the positive message it provides to all our stakeholders’ families and friends, noticing that CEMEX is safe to do business with and that their beloved ones are set to come back home safely after a day of work.... but, and there is always a “but” with safety performances... please keep up with the right attitude, consider that safety unfortunately has little memory, and keep our own vulnerability always in mind.

Please carry on with applying our Health & Safety procedures starting with “Stop/Think & Check”, always stepping in anytime we observe any risks or unsafe behaviour.

I wish you all a safe and great week... with a special attention to the hot temperatures that are scheduled in several areas this week: keep hydrating yourselves properly and do take longer breaks as required.”

24 Times More Likely To Crash If You Are Texting.....



Three employees and six agency drivers have been dismissed so far this year for texting whilst driving. If you didn't know already, studies have shown that the you are 24 times more likely to crash while driving if texting... What could be so important that it is worth taking such a risk? Please do not use your phone when you are driving.

Never use a hand-held phone while driving whether it's for texting, social media or calls, and please do all you can to avoid using hands-free phones for calls as well.



As you may be aware, the Scottish Courts recently published their findings in the case of the death of Gary McEachran. Gary, who worked for a contract haulier, died whilst delivering for us in March last year when his tipper truck overturned while travelling to a customer site.

The court evidence enabled us to finally close our investigation and support with the preparation of the attached Global Safety Alert. As you will see, the Police confirmed that Gary had been texting while driving, sending and receiving nine text messages in the first half an hour of his journey. The last incoming text coincided with Gary losing control of his vehicle. He was also speeding, travelling at 57mph at the time of the incident, on a road limited to 40mph for large goods vehicles.

It is extremely sad that someone should lose their life while working for us and our thoughts are with Gary's family and friends, however, it is also deeply concerning that someone would put their own life at risk, as well as the safety of other road users. We all have a role to play in keeping our roads safe for everyone.

If you must make/receive a call on a hands-free phone, ensure you comply with the company policy..... Is it urgent/cannot be delayed? Are the road conditions appropriate? Keep the duration of the call to an absolute minimum.

We all have a role to play in discouraging the use of mobile phones while driving, reminding people only to use them when absolutely necessary... it's difficult to imagine how the person who was texting Gary McEachran must feel. Please discuss the tragic circumstances of this incident with employees and contractors to ensure compliance with the company policy, and also consider discussing it with family and friends to help keep them safe when out on the road.

World Cup 2018 Survival Guide.....



This World Cup could get MESSI so don't KANE the booze. Read Julie Welch's brilliant post from Men's Health Week on the World Cup and some top tips for survival (in general). It is a great read for any man who is into his footie or just wants to stay alive for longer...

For example: Brazil are favourites to win at 9-2. Those odds are LONGER than the odds on the average man dying before he is 65 (one bloke in five dies before he is 65 which is odds of 4-1.) In other words, if you're the average male there's more chance of you dying before you are 65 than there is of Brazil winning the World Cup!

To read more and find out how to improve your odds follow this link: <https://bit.ly/2MT11sG> or see the download section on the UK News website or the pdf at the end of this document. Feel free to print it out and leave in your messroom/noticeboard for everyone to read.

Safety Savvy Workshop Training Underway



Throughout last week the trainers who volunteered to roll out the Safety Savvy Workshops underwent an intensive five day train the trainer course. This new, dynamic half-day Health and Safety Workshop is intended to get everyone thinking differently about safety, heightening awareness, boosting safety consciousness and demonstrating how our personal behaviour influences the safety culture around us.



Thanks go to the trainers who are: Callum McPhillips, Jason Aked, Lee Needham, Nigel Smith, Paul Cheeseman, Ronnie Simpson, Sam Shepherd, Sonny Netto, Steve Taylor and Stewart Macrae for giving up a week of their time and for committing to roll out the workshops throughout the second half of the year.

Sonny commented: “A great week with some real engagement from the team. The training course was dynamic and really does pack a punch! Looking forward to the challenge ahead to help deliver this to the business.”

Please Act On Safety Alerts



As part of an amnesty agreed last week, all sites have been asked to check again that they don't have any spare or master keys for isolation padlocks or trap key systems.

During these checks one site identified they had duplicate interlock keys for their captive key systems. It is really pleasing that the site team felt comfortable coming forward with this information and our

thanks go to them. However, this does call into question whether we are reacting to relevant Safety Alerts as the potential for this issue was raised in the attached Safety Alert at the beginning of May. (This is now on the downloads section of the UK News website if you want to see it – Captive Key Interlocks ppt).

While it is a requirement for Global Safety Alerts to be rolled out across all sites, teams have discretion to identify which UK Alerts they cascade. Teams should identify those that are relevant, ensuring they are effectively cascaded and reviewed to ensure any gaps in control measures are identified and addressed. It is not intended that all UK Safety Alerts are rolled out on every site simply to “tick the box”, but those that are relevant must be acted upon.

New Look Divet Hill!



Congratulations to the team at Divet Hill Quarry who have applied our Operational Excellence principles to maximum effect. The photo shows the processing layout and stockyard with newly restored land in the background.

A combination of waste walks, problem solving and quality led to site splitting the primary cone from the primary jaw to reduce downtime when moving. The stockpiles are logically placed moving from dust on the left to coarse and fills on the right whilst also creating a barrier between Quarry processing plant and LGV loading. This has all made the site safer and more effective.



Aggs Receive Their Global Awards



It is great to see teams rewarded for their day to day dedication to Health & Safety.

Chris Leese had the pleasure of presenting John Miller, Laurence Dagley and Rob Doody with their global CEMEX Health & Safety Awards for their parts of the business. Well done to everyone.

Pedestrian Safety RMX Truck Out On The Roads....



The very first of our bright yellow pedestrian safety branded RMX trucks will be out on the roads around Birmingham from 1st July.

The new 'look out before you step out' campaign has been devised by the Logistics and Communications teams to help raise the awareness of road safety in vulnerable pedestrians.

There are a series of 'exchanging places' due to take place with the police to educate people about the dangers of crossing the road - especially near large vehicles such as ours.

CARING FOR CUSTOMERS

Chris Leese Joins Customer Visit



With Aggregates August 'go-live' in sight for CEMEX Go, Chris Leese joined Kirsty and Darren to see how the customer registration process for Go works.



The customer being signed up for CEMEX Go was Paul John Construction at Coalville.



Michel Celebrates 10,000 Global Go Customers



Thank you to everyone who attended the 'town hall' meeting at Rugby last week. Michel repeated the messages from our CEO's, Fernando Gonzalez, webcast last week.



To watch Fernando's talk, follow this link: cmx.to/CEOwebcast

Hat Trick For Amy And Kirsty



Well done to Kirsty and Amy for having a very successful day last week – signing up three customers in one day to CEMEX Go, all from Area 16.



All the customers they visited were buyers who said they will find CEMEX Go very useful for future orders. They also really liked the invoice download option.

CARING FOR SHAREHOLDERS

Aggs Op Ex Or Just Ci Update



Our Aggs operations in the UK have been busy continuing with their Just Ci initiatives.

Mark Beagrie has written a great summary newsletter with all the updates in and can be found at:

https://www.yammer.com/cemex.com/#/uploaded_files/137889014?threadId=1104846007

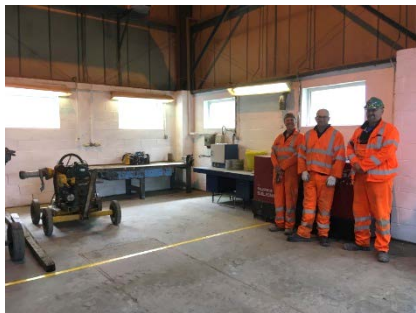
Congratulations go to Middleton Quarry, Giffach Quarry, Tattershall Quarry and Angerstein Wharf who have individually or jointly won the UK JUSTCi Best Ideas over the last two months. The ideas cover improvements from trialling tyre pressure indicators that visually show safe working pressures, to identifying and minimising non-value-added time in plant start-ups and shutdowns.

There are also some great examples of teams looking at opportunities within their current processes and applying 'creativity over capital' by relocating equipment or using old, redundant equipment to remove the eight wastes. One excellent example of this is reusing the old weighbridge from Cowieslinn (who now have a new one) is being reused at Hyndford. They are going to use it to segregate material from the under-crusher belt. This will alleviate the need for it to be hosed weekly, saving non-value-added time and material.

Well done to all the teams who have come up with the ideas and suggestions.



Op Ex At Southam Quarry



More Operational Excellence was happening at Southam Quarry recently. The Quarry and Environmental teams created specific work stations for oil, battery charging and material analysis.

Well done to the teams for the combined effort to eliminate waste and become more efficient.....

Remember Rugby Is Our New Registered Office Address!



The registered office address for the CEMEX UK group of companies changed to:

CEMEX House, Evreux Way, Rugby, Warwickshire, CV21 2DT

From now on, please do not use any headed paper (or other documentation) containing the Thorpe address.

Surprise For Team Gilfach



Who knew that the floor in the workshop at Gilfach was red??!!

After an Operational Excellence session the team started with a massive clear out and tidy up of the large workshop area. They discovered that the floor was actually red - not grey!

Well done to the team for taking the time to get more organised, safe and efficient.

Motion Light Sensors



To eliminate electricity waste the newly appointed Leith Terminal Plant Manager, Robert Riddell, has installed motion sensors in the office/welfare facilities at the terminal.

Well done – every little bit helps....



Refratechnik As They Say In German....



Seven delegates from Cement operations recently attended a seminar in Germany at the research and development headquarters of refractory manufacturer, Refratechnik.

The course was designed to give attendees a better understanding of safe refractory installation techniques, tips on how to analyse potential causes of a refractory failure, and the importance of selecting materials with the correct properties to handle conditions within

the cement kiln.

The presentation gave examples of both safe and unsafe installation practices, along with information about getting the best results from our refractory installers and material choices. It also included two practical sessions when we were able to get hands on with installing a ring of bricks inside a small kiln and the use of a dry gunning machine.

After attending the course, we now have a larger pool of CEMEX people who can help supervise and oversee future refractory repairs and installation.

CARING FOR COMMUNITIES

Top Ammonite Spot....



Well done to keen eyed Excavator Driver, Ron Collier at Newbridge Quarry, and the team for finding and excavating this beauty of an ammonite fossil in the Quarry!!

It's a big'n.....

Scarborough Lend-A-Hand



Kimmie Avison from the charity, Gallows Close Centre in Scarborough contacted Sales Rep, Garry Blakeston, asking if we could supply and lay some concrete for a new shed the centre was having made to use as a workshop. We normally only supply concrete but on this occasion for such a good cause we stepped up to the challenge and agreed!!



Simon Dyson continues: “So, on a glorious late Friday morning IHC, Ross McTaminey, delivered 3m³ of CEMEX’s finest on his mini mix truck. Simon Tennick, East Yorkshire Fitter; Garry Blakeston, East Yorkshire Rep and myself laid down the slab. There was lots of banter, tons of sunshine and a little sweat. We had a great day and it was good to help out.”

The Gallows Close Centre is a non-profit, self-funded organisation reliant on local volunteers to help run a variety of activities. The hub offers a safe, warm, vibrant and friendly environment in the local area with support for all ages and vulnerable people.

CARING FOR EMPLOYEES

Alan Carter – 30 Years Service



Congratulations to Alan Carter, Driver at Wickwar Quarry, who has recently achieved 30 years service with the company.

He is pictured here (left) with lead driver, Mark Thompson.

25 Years For Phil



Keen triathlete and cyclist, Phil Hutchinson, Business Performance Manager Asphalt (pictured third along), recently reached his 25 years service milestone with us.

Congratulations Phil and enjoy spending your voucher on some nice new bike kit!



Colin Male – 15 Years Service



Well done Colin (pic left), for giving 15 years service to CEMEX.

Phil McComb, Colin's Manager, commented: "Colin has worked at Manor Pit in various roles including, Bagging Operative and Forklift Driver as well as a Quarry Operative – which included shovel driving and plant operations. He then transferred to our new site at West Deeping where he continues to be a valued member of the team."

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
243-06-2018	Day Driver – Bulk Tankers Mon-Fri with 1 in 3 Saturdays	Cement Logistics	Rugby Plant	13/07/2018
244-06-2018	Area Sales Manager	Readymix Scotland	Uddingston	05/07/2018
245-06-2018	Multi Skilled Quarry Operative – Perm Nights	Aggregates Northern	Dove Holes Quarry	05/07/2018
246-06-2018	Fitter/Operative	Aggregates Northern	Pallett Hill Quarry	05/07/2018
247-06-2018	Quarry/Coating Plant Manager (8.1C)	Aggregates Northern	Divet Hill Quarry	09/07/2018
248-06-2018	Customer Service Representative	Cement Logistics	Rugby Office	02/07/2018
249-06-2018	Reliability Engineer	Cement	South Ferriby	20/07/2018
250-07-2018	Weighbridge Operative	Asphalt	Billingham Coating Plant	10/07/2018
251-07-2018	Readymix Southern	Supply Chain and Logistics	Egham Office	10/07/2018

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.





GLOBAL SAFETY ALERT

DRIVER FATALLY INJURED AFTER TEXTING

INCIDENT DETAILS

A contract driver was travelling to a customer's site to make his first delivery of the day, when the nearside wheels of his tipper truck went into the grass verge at the side of a road. The driver was unable to regain control of the vehicle before it rolled over. The cab was severely damaged when it collided with a hedge row and the driver died from chest and abdominal injuries.



KEY FINDINGS

- Phone records revealed the driver had sent and received 9 text messages in the half an hour leading up to the crash; the last incoming text, which was unread, coincided with the time of the incident.
- The vehicle was travelling at 57mph at the time of the incident, on a road limited to 40mph for large goods vehicles.
- The driver had a current driving licence, with no infringements, and industry / CEMEX driver certification. He had received a full induction and ongoing training, with annual reassessment by his employer. Despite this, his driving behaviour was unsafe.

MANAGERS - KEY POINTS TO CHECK

- The use of hand held mobile phones while driving is strictly prohibited
- All drivers (employees and contractors) fully understand the CEMEX Policy for mobile phones and our Driving Essentials and compliance is monitored and enforced
- Ride along VFLs are carried out to influence safe driving behaviours
- GPS/Telematic systems are in place to help monitor driver behaviour, especially speeding and harsh braking, and a recognition and consequence system is implemented

ALL PERSONNEL – ACTION TO TAKE

- Mobile phones are a distraction and must not be used hand held, whether that's for voice calls, or to send / receive texts, emails or for social media, etc.
- Make sure you understand the CEMEX Policy for mobile phone use – the requirements are there for the safety of you and others who may be effected by your actions
- Always drive within the speed limit and adjust your speed to the road layout and conditions
- Always obey the laws of the road and the CEMEX Driving Essentials – never put yourself or other road users at risk and remember, your family depend on you!.



Mobile
Phone



Watch Your
Speed



Respect the Law &
Other Drivers



Remember

This World Cup could get MESSI so don't KANE the booze...

WORLD CUP 2018 SURVIVAL GUIDE



What are the odds?

Do you understand risk? There's evidence that men don't. Thinking of it in terms of football might help.

Portugal won Euro 2016. At the start of the tournament, the bookies offered odds of 20-1. Those are about the same odds as of dying in an accident. (In other words, risk-taking is more er, risky, than you might think.) So, will you survive the World Cup? Let's look at the odds.

Brazil are favourites at 9-2. Those odds are LONGER than the odds on the average man dying before he's 65. (One bloke in five dies before he's 65 which is odds of 4-1.) In other words, if you're the average male, there's more chance of you dying before you're 65 than there is of Brazil winning the World Cup. Gulp.

Moving swiftly on, this year's Men's Health Week is about diabetes. The odds on you as a UK male getting diabetes are 9-1: the same as the odds on Argentina winning the World Cup. Argentina have Messi, Aguero and Higuain so not the worst bet in the world.

Have England any chance? Well, the odds on England are about 20-1 - the same as Portugal's two years ago so you never know. Let's be optimistic. Recent research shows that optimism boosts heart health significantly.

You might be a gambler but don't gamble on your health. It's not just you who loses - your family and friends do too. Following the tips in this survival guide won't just help you survive the Euros, they'll help you tip the odds in your favour for the future too.

Get off the bench

Unless you're the substitute goalkeeper (or a blanket), warming the bench is not good for you.

A sedentary lifestyle - better known as sitting on your backside a lot - is dangerous. Human beings are designed to run about (although it is said that the Arsenal midfield have a special exemption from the Pope.)

Long periods of physical inactivity - eg. watching three World Cup games on the spin - increase your risk of

heart disease, diabetes, cancer and obesity.

Australian research even suggests that every daily hour spent in front of the TV increases the risk of heart disease by 18%.

Get off the couch and go for a walk at half- and full-time. (This will also enable you to avoid those shocking ads with Ray Winstone.)

Make smarter substitutions

Top managers live or die on the quality of their substitutions. Make some smart ones of your own when choosing the football takeaway.

Pizza

Italy didn't even qualify. Do you need any further evidence that too much pizza is not a good thing? If you can't resist, opt for veggie toppings. (Five a day is not just the number of training sessions prescribed by Mauricio Pochettino.) Try a pizza without cheese and drop the garlic bread - pick Bruschetta instead. (That's toasted ciabatta with tomatoes and herbs not Italy's left back.)

Kebab

Former Euro champions Greece have also failed to qualify. Can you see where this is going? But again, if the urge is too strong, choose shish kebab (the skewered meat) instead of doner (the reconstituted stuff) with brown pitta and salad.

Burgers

Burgers are like a manager's final instructions to the team - best kept simple. Have a grilled burger with salad, tomato and a little relish in a wholemeal bun. Avoid creamy dressings, cheese, bacon and anything battered or breaded.

Try the healthy Portuguese option: marinade thinly sliced beef or pork as long as possible in white pepper, white wine and garlic. Pan fry in a splash of oil for a minute or two and put between two slices of bread. Cristiano Ronaldo won't eat anything else after a long hard 90 minutes moaning at less talented team-mates.

Order food before drinking begins

This reduces the risk of you ordering the double deep-fried fat ball with cream and sugar. (The same applies to betting by the way. Just one drink can cloud your judgement leading to a bet on England.)

Think about your food choices. Diabetes Mellitus isn't a Colombian midfielder but a disease that is currently on the rise especially among men. (One man in 10 now has diabetes.) Yes, former England footballer Gary Mabbutt has diabetes and, yes, England probably would be better with him in the team, even at his age, but Gary proves only that you can live with diabetes not that it's a walk in the park. (Playing in a Spurs midfield that included Hoddle and Ardiles, now that was a walk in the park!)

All the info here about diet and exercise will reduce your type 2 diabetes risk.

Pace yourself

Portugal didn't win a game in their group at the Euros but still won the tournament.

'It's a marathon not a sprint' (© all football managers) so follow our drinking rules and you won't make too many misplaced passes or lose your shape in the last third:

- don't drink on an empty stomach
- have the odd soft drink or better still, glass of water
- generally a clearer liquid means less of a hangover
- drink water before bed and in the morning
- give your liver a few days off (at least 48 hours)
- don't drive and know how you're getting home
- don't mix drinks (and that includes so called energy drinks)

The NHS advise men not to drink more than 14 units of alcohol a week. Yes, that is less than it used to be so choose wisely! England may have picked five strikers but Germany have four and Spain only three suggesting quality is more important than quantity - the same applies to your World Cup tipples.

Get some sleep

Sitting in front of a screen all day can make it difficult to get to sleep later on. But loss of sleep - even a few hours for a few days - affects mood and judgement.

A short nap can improve your mood enormously (perhaps someone could mention it to Mark Lawrenson) and give you a boost without affecting your night's sleep. (It can also help your memory enabling you to remember the excuse you gave your boss for nipping off early to catch the afternoon kick-off.)

Nap for 20-30 minutes - much like the England back-four (or will it be three?)

How to deal with the inevitable

The best preparation for supporting England is

supporting Tottenham Hotspur. (Spurs are the club providing the most players to the England squad so that's a good omen, isn't it?) But if you haven't had the benefit of this apprenticeship, here are some tips to beat depression if and when your team gets knocked out:

- take some exercise
- sing (as if you're winning - 'always look on the bright side of life' perhaps. Singing helps get you breathing properly and boosts mood.)
- have sex ("I haven't felt that good since Archie Gemmill scored against Holland in 1978" © Trainspotting)
- do something you enjoy (eg. watch cricket or tennis)
- do something different (eg. fill in your wall chart with a different coloured pen)
- be mindful - enjoy the emotions of the journey, let the sensations of defeat flood over you like an English summer downpour, safe in the knowledge that with each moment that passes you are feeling better and will continue to feel better until Euro 2020.
- talk about it with a mate - the best tip for dealing with any problem
- look forward to the next game

It could be worse. There are 32 nations in the World Cup but Holland, the home of Johan Cruyff and total football, still couldn't qualify. (And they claim it was the smoking that killed the great man.)

How to survive a penalty shoot-out

Talking of Holland, on the day they were knocked out of Euro 96 on penalties, male heart attacks increased by 50%. In that game, the Netherlands missed just one penalty. Imagine the carnage after the semi-final of Euro 2000 when they missed five penalties against Italy. All told the Dutch have lost four out of the five shootouts they've appeared in in major tournaments. Perhaps the reason they didn't qualify this time was that there just weren't enough people still alive to select from.

Here's the thing: getting angry about losing a penalty shoot-out is like getting angry at the rain for raining, the birds for singing or a defender for clogging Dele Ali. It's going to happen. Even Germany only have win-percentage of 71%. (England's is 17%!)

Winning isn't everything

In fact, losing might save your life. US research suggests that supporting the winning team increases heart attack risk by 40%. Men under 55 are most affected apparently. But then what do the Americans know about football?

One man in five will die before the age of 65.

The Men's Health Forum is the UK charity working to change that. This guide is online at: menshealthforum.org.uk/worldcup18

UK SAFETY ALERT

UK SA08/2018 – 10.05.18

Display Until
15.06.18



CAPTIVE KEY INTERLOCKS – KEYED ALIKE & MASTER KEYS

DETAILS OF THE INCIDENT

Guarding to new equipment installed by a contractor on one of our sites incorporated a trap key system, in this case manufactured by Fortress, but supplied by a third party wholesaler. Concern was raised during commissioning, when it was identified that there was a spare key for the new interlock system; further significant concern was raised when it was identified that the keys would also open other existing interlocks around the site, presenting a significant risk of major injury or death.



KEY FINDINGS

Investigation confirmed Fortress offer 2 ranges of keys; CL which are non masterable and ML, which are masterable. When obtained from wholesalers, only a limited number of lock and key combinations are available, giving rise to a risk of having duplicate keys on site. Further investigation has confirmed that a similar risk exists with trap key systems from other manufacturers.

HOW COULD THIS HAVE BEEN AVOIDED?

Duplicate and / or master keys for interlock systems are prohibited on our sites. In this case the systems should have been ordered direct from the manufacturer, who keep a database of the locks they supply to individual sites to ensure they are unique and not keyed alike.

KEY REVIEW POINTS

- If your site use Fortress interlocks, ensure they are from the CL range.
- Verify that trap key systems are non masterable, that there are no duplicate locks and no spare keys...spare keys should have been destroyed.
- Log and compare the serial numbers on the lock and key sets to ensure they are unique; share this information with contractors if they are quoting to install additional interlocks.
- Always read and understand the any warnings / disclaimers associated with critical safety equipment.



CL: A radial disc tumbler lock offering in excess of 200,000 non masterable combinations. Stainless steel internals for extra durability as standard.



ML: A radial disc tumbler lock offering in excess of 200,000 masterable combinations in up to 2000 sets. One master key can unlock a number of locks rather than just the one as with the CL.

Isolation Procedures

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

Tools and Equipment

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

Safe Systems

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

Incident/Hazard alerts

Report all incidents/hazards immediately.

