



Welcome to UK News 1st August 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

A Message From Michel



Your Health & Safety is our number one priority, with ZERO Harm invariably our main goal. Over the years we have made huge strides in our workplace safety and I am proud of all our employees and contractors for their contribution to this important effort.

However, according to statistics, more accidents happen at home than anywhere else, including the workplace. According to the Royal Society for the Prevention of Accidents (ROSPA), as many as one in five accidents occur in our homes. We cannot engage in safety only at work and ignore it at home! I would like to encourage you and all CEMEX employees to pay more attention to the Health &

Safety of our families and loved ones, keeping them safe in their own homes and daily environment; particularly those who are most vulnerable – children and the elderly.

Following on from supporting RoSPA Family Safety Week in April, we have developed a CEMEX Health&Safety@Home campaign. From now up until December we will be launching custom-made materials to raise awareness of the different dangers in the home so that accidents can be avoided. I am confident that the CEMEX Health&Safety@Home campaign will help bring attention to the most common home hazards, and in turn, will help us keep our families safe.

Michel

Family Engagement – Health & Safety @ Home



So as part of our campaign, why not take our HOME SAFETY CHECKLIST and use this opportunity during the summer holidays to review safety around your home with the family? You can even take a picture of the improvements you make at home and enter our competition to win one of two Halford's vouchers (£150 and £75).

Please print out the checklist and poster at the end of this document or in the download section of UK News and share with your teams.

Go onto the Family Engagement Sharepoint to see all the materials available – there are tips on safe driving, including the driving essentials; water safety tips – which is



high profile this time of year – particularly during the hot weather we have experienced, and also a Safety Board Game to have a bit of fun with the family.

<https://cemex.sharepoint.com/sites/FamilyEngagement>

Finally, RoSPA have developed a 'Keeping Kids Safe Pack'. If you are interested in buying a pack please contact Rebeca Hickman at RoSPA: rhickman@rospa.com Packs cost £19 each and include:

- A room thermometer
- A magnet lock to keep children out of cupboards
- A baby spoon advising on the correct sizes of food that should be given to babies to prevent choking
- A face cloth that gives some 'bath time tips'



Congratulations To Denge Quarry Team's 20 Years LTI Free Milestone



There was fantastic news from Mick Hinson last week that our team at Denge Quarry in Kent has reached the huge milestone of 20 years LTI free on 16th July 2018.

Mick said: "Well done to all the team at Denge past and present – it's a great achievement for the site but we still need to keep our eyes on what goes on. Good work from all on site staff and contractors alike."

Health & Safety Director, Andy Taylor, congratulated the team saying: "The team should be really proud of this achievement Mick, well done to everyone who has contributed to this success by looking after themselves and each other... stay focused and keep up the good work!"

First "Safety Savvy" Training Sessions At Rochester And Uddingston



Ronnie Simpson sent this picture of the well-received inaugural Safety Savvy session in Scotland. There was great participation and interaction from a diversity of departments, as well as key support from Paul Cheeseman – the first step of many on the journey of ZERO HARM. Thanks go to the other members of the Safety Savvy team who also completed the first session: Sonny Netto and Lee Warren Needham.

Stewart Macrae also reported that the South East and Southern first Safety Savvy session was held at Rochester Floors last week, co-presented with Jason Aked. There was great audience participation and very positive feedback. After, he had his first solo session also at Rochester and said he could really feel it all falling into place today. He is looking forward to presenting to others..... another step on the journey.



Gilfach Achieves 13 Years LTI Free – Well Done Team



Joshua Cage reports that on 26th July Gilfach Quarry celebrated 13 years LTI free!

Well done to everyone who has helped accomplish this and keep looking after yourself and each other.

Re-Hydration Break During Warm Weather



Our Rail Solutions Plant set the way to ensure its staff are hydrated during the warmer weather.

The management at the site wanted to ensure that all its staff were taking an extra refreshment break so decided to get all to take a 10 minute break at the height of the afternoon sun. During this time the staff were given a selection of ice lollies and water; ice lollies were also placed in the freezer so staff could return throughout the day and night.

Terence Clair, Operations Manager, said: “Our most important assets are our people. In this extended period of warmer weather it is important that we ensure that our team members are looked after by understanding the risks and the need to hydrate. At a local level, buying some ice lollies for the team is a small price to pay to ensure that the team take a break and rehydrate. We even made it a bit of fun with a ‘guess the flavour’ in our mystery box.”



CARING FOR CUSTOMERS

A Superior Customer Experience In Asphalt To Northumberland County Council



Asphalt Director, Garry Gregory, reported some very positive feedback recently from our customer, Northumberland County Council (NCC) and their surfacing gangs. The customer reported that Tarmac provided very competitive Asphalt pricing versus CEMEX Asphalt rates to try convert supply from Tarmac's Barrasford and Howick sites. However, NCC informed Tarmac that CEMEX doesn't put a foot wrong

in terms of service or quality. By working with CEMEX their standing time was reduced significantly and it would be a false economy to buy from Tarmac again. They apparently offered one point of contact instead of ringing their call centre - NCC say they advised CEMEX has gone one better and given them two and they're always able to contact one of them for either Asphalt or Aggregates.

Congratulations to all on providing ONE CEMEX superior customer experience.



Celaine Is Our Factoring Record-Breaker!



Trading Coordinator, Celaine Cave, contacted UK News recently to explain her success in “Factoring” which was a new role created in October 2017. Celaine, who’s based in the Rugby office, tells us more....

“Factoring is where CEMEX purchases material from other suppliers and sells it to our external customers. I also manage “trading” which is where we buy material mainly for our Concrete Plants. We purchase material and sell it as our own at a profit to customers who appreciate the additional service. My role is to manage the whole process from start to finish as the business – it’s a totally manual process so is quite admin intensive but that is what I am here for!

I have streamlined processes and increased the confidence in the process with the Commercial teams and we are now seeing the rewards. Volume is growing month on month now and hopefully will continue to do so – each month is a new record-breaker. Factoring enables CEMEX to provide additional services to both existing and new customers – for example an existing Readymix customer can also buy some Aggregates products, and even some of the more value-added Neogem products for specialist applications. It improves the overall service offer to our customers and fills gaps for example we can source materials in an area where they are currently unavailable from our assets.”

Factoring means we can keep the materials required for our own needs or offer environmentally-friendly recycled materials. In 2018 year to date Celaine’s efforts have generated £110k of extra revenue and the biggest job so far is for 10,000 tonnes of recycled materials which is still ongoing. These are contracts where we would have previously have declined to quote – so it’s win – win – win! One customer, ND Civils, previously only bought concrete from CEMEX but now they’re also buying Aggregates too and say they are delighted with the service and material they have received – one project required more than 3,000 tonnes.

Customer, Andy Gould, To Carry 25kg Rugby Cement Bag To Top Of Snowdon



Last week we noticed a Tweet from Andy Gould, Programme Leader for RHC Construction, who is carrying a bag of our Rugby Cement all the way to the top of Snowdon (3,330 feet above sea level) for charity.

After some investigation we discovered Andy works in the Construction Department of Reaseheath College, which trains more than 200 young people each year in five distinct trades – brickwork, floor and wall tiling, joinery, painting and decorating or plastering. We contacted Andy and donated some CEMEX and Rugby merchandise to help promote his excellent cause the, Building Heroes Education Foundation, which retrains military veterans with construction skills. Andy has worked with the charity in the last 18 months and already helped to train 80 veterans.

If you are interested in supporting Andy’s fundraising his link is here:

<http://uk.virginmoneygiving.com/AndrewGould12>



CARING FOR SHAREHOLDERS

Scottish Readymix Tackling High pH In Readymix Waste Water



Sean Cassidy reported that the Scottish Readymix team have been trying to tackle a problem which had been highlighted by the Local Water Utility company. The waste water from the Concrete Plant at East Kilbride had a high pH.

Working with Derek Caird, Ops Supervisor, and William Nodwell, the Plant Fitter, a trial to look at neutralising the effluent using carbon dioxide gas was carried out. This involved bubbling the gas into the

effluent which did reduce pH and ensured compliance with the trade effluent consent. Sean thought it would be useful to share and is interested in comments or to hear from people with the same problem.

To see the video go to:

https://www.yammer.com/cemex.com/#/threads/inGroup?type=in_group&feedId=14250151

CEMEX Announces Q2 Results and “A Stronger CEMEX” Strategic And Transformational Plan



CEMEX announced its quarterly results for Q2 2018 last week, and included in this was an announcement as follows –

“With the objective of accelerating our path to investment grade and enhancing total shareholder return, today we are announcing “A Stronger CEMEX”, a plan designed to reposition our portfolio toward higher growth. During the next 2.5 years, we will work to optimise our portfolio by focusing on

markets with the greatest long-term growth potential and selling between US\$1.5 and 2 billion of assets. We will also implement actions to achieve US\$150 million in cost savings as an opportunity to continue improving our profitability. Furthermore, we will reduce our total debt by US\$3.5 billion by the end of 2020, and we will return capital to our shareholders through an annual cash dividend starting with US\$150 million in 2019.”

The full press release is available from: <https://www.cemex.com/media/press-releases>

To listen to our CEO Fernando Gonzalez explaining our Q2 2018 results and “A Stronger CEMEX” in more detail, you can watch the webcast to shareholders at this link: <https://www.cemex.com/earnings-webcast-2q18>

If you require any further information, please contact your Line Manager.



CARING FOR COMMUNITIES

“Doune Your Way” For A Lend-A-Hand



Kevin Hill reported that staff from the Scotland Area Aggregates team participated in a lend-a-hand day at Doune Ponds, Perthshire, creating walkways and painting bird hides in this former Quarry.

Doune Ponds were originally a sand and gravel pit operated by the old Springbank Sand and Gravel Company, who were ultimately integrated into the CEMEX Group. As well as this, CEMEX have had a long connection with Doune; not only was their main workshop for Scotland located in the village, but also the company's busy Cambusmore Quarry is located just up the road, making Doune the through way for Quarry products being transported to the markets of Central Scotland.

In 2016 CEMEX donated £500 in support of the Doune Ponds and Woodlands Group.

Calling All Blood Stem Donors



Alison Wise is raising awareness of a charity called DKMS which is a not-for profit organisation set up to help those suffering from Blood Cancers, including Leukaemia.

Alison explains how she became involved with this: “In 2014 I joined the donor list for DKMS following a campaign in aid of a local toddler, Margot Martini. As a mum to two girls I wanted to help another family. It was very easy – just a cheek swab for the blood stem cell donor database. If there is a match in the future with someone who needs stem cell donation then there will be additional procedures required but that's a small price to pay for lifesaving treatment. The organisation is continuing to try to attract new donors aged 18-55 from all backgrounds and I am hoping that this could be passed on to everyone at CEMEX, in the hope that as many people as possible could help.” For more information go to <https://www.dkms.org.uk/en> or contact Alison Wise at alison.wise@cemex.com

Opposition Leader Jeremy Corbyn Visits Dove Holes Quarry With Local MP Ruth George



The team at Dove Holes, led by Hayden Gill and Steve Leigh hosted a visit last week from leader of the opposition Jeremy Corbyn MP and the local MP for High Peak, Ruth George. They heard presentations regarding the importance of the quarrying industry, CEMEX's global and UK position and the importance of Dove Holes to our business. The team also explained the multiple product lines operating at Dove Holes, supplying not just 5mt of Limestone Aggregates, but also Asphalt, Readymix, Concrete products and Dry Silo Mortar. Chris Leese, Neil Farmer and Martin Casey were in attendance and joined in a tour of the facilities on one of our most important sites.



Jeremy Corbyn tweeted his thanks to everyone for a very successful visit, pictured here with Ruth George next to one of our wheel loaders in the Quarry.

CARING FOR EMPLOYEES

Congratulations To Ian Claridge On 15 Years Service



Dave Hart, Supply Chain Director, was delighted to congratulate Supply Chain Manager, Ian Claridge, on reaching 15 years service with CEMEX.

Pictured here is Dave thanking Ian for his loyalty and commitment. Ian is using his £200 vouchers to take the family sightseeing in London.

Many thanks for all your hard work over the last 15 years, and here's to many more!!

Congratulations To Darren Webb On 25 Years Service



Colin Galvin, Technical Manager Readymix, contacted us with this great long service achievement....

Congratulations to Darren Webb, Southern Region Readymix Technician, for reaching his 25 years long service award with the company. The entire Southern Region team would like to thank Darren for all of his hard work and support over the past 25 years.

General Bonus/Variable Compensation Update

Message sent on behalf of Michel Andre, Country President



As we move into the second half of 2018, it is an appropriate time to update everyone regarding the performance of our UK business and the current estimate for the bonus.



Our year so far has been difficult in several areas, with volumes and prices in particular impacted by market conditions, Brexit uncertainty and poor weather in the first quarter. However, all businesses are working hard to deliver a strong profit during the second half of the year.

Our challenge for the second half of 2018 is clear: Let's work together as One CEMEX and deliver our target! We can do it! We will keep you updated on our progress as we continue through the year.



Thank you once again for your continued effort and your contribution to the success of our Company.

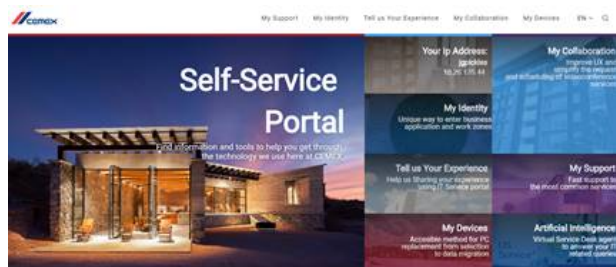
Please take care of yourself and continue to look after your colleagues for a safe and successful 2018.

Michel

Notes:

- The annual bonus will be calculated based on the performance of the UK business and will reward our achievements for this year (2018) and paid in the 2019 April payroll (paid 1st May).
- The % pay out is an estimate based on our latest forecast and is subject to change.
- Payment of the bonus is subject to scheme rules.

New Online IT Self-Service Portal



Valeria Madero in our Process and IT Change Management team for End User Services reports that there is now a new **Online Self-Service Portal**, which is a web solution for the most common Process and IT Help Desk services. This is a CDM space so to access it you will need to be on the CEMEX system or on VPN.

The portal is available at this link <http://cdm2.cemex.com/sites/ITServicePortal/SitePages/Home.aspx> after logging on using your usual CEMEX Username and Password, you can quickly find solutions to the most common inquiries, for example -

- password change
- e-signature on Outlook
- requesting access to Wifi for guests
- create service requests (tickets) online and track their status making this process faster and easier
- a new IBM artificial intelligence option called I'm Watson – can be used to ask questions about Process and IT

Please print out the poster advertising the new IT Service Portal at the bottom of this document or in the download section of UK News website. The picture is the home page which shows the various options – more information to follow soon.

Welcome To Harry Bhogal – New IHC In Central Birmingham



Readymix Cluster Manager, Mark Owen, sent us this great picture of a new recruit to our Independent Haulage Contractor(IHC) community in Birmingham - Harminder Bhogal, who is known as Harry.

In the past Harry worked for AI and Tarmac as a Relief Driver for IHCs and approached Mark when he heard we were looking for new IHCs. Harry will be based at Oldbury



Plant serving the Central Birmingham area, and stated he would like the opportunity to be a multi truck owner in the future, both with mixers and tippers.

Here he is with one of our newly branded pedestrian safety awareness trucks which warns all pedestrians to “Look Out Before You Step Out”. Welcome to the CEMEX team Harry!

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
287-07-2018	Sales Executive	Readymix Central/Home Counties Area - Hertfordshire	Cluster Readymix Plant or Shefford office	24/08/2018
288-07-2018	Fleet Planner/Shipper	Readymix Central	Area 12 Attenborough Nottingham	03/08/2018
289-07-2018	National Planning Manager	Cement Logistics	Rugby Office	14/08/2018
290-07-2018	Area Logistics Manager Rugby and Tilbury	Cement Logistics	Rugby Plant and Tilbury Depot	14/08/2018
291-07-2018	Process Operator Maintainer	Cement	South Ferriby Cement Plant	17/08/2018

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

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



CEMEX

Health & Safety @Home

FAMILY PHOTO CONTEST

Take a photo of your family implementing
CEMEX Home Safety Checklist and send them to:
Julie.welch@cemex.com

**Show us how you and your loved ones
keep your home safe!**

The best 2 photos will receive £150 and £75 Halford
Vouchers!



HOME SAFETY CHECKLIST

Keep your family safe with CEMEX!

General

- ☐ Update your First Aid Kit regularly
- ☐ Keep a torch/flashlight handy for an emergency
- ☐ Make sure upstairs windows have restrictor catches to avoid falls from windows
- ☐ Ensure stairs are well lit and free from clutter
- ☐ Create an emergency escape plan and practice with your family
- ☐ Do a CPR course
- ☐ Consider getting a security alarm system

Kitchen

- ☐ Store cleaners (including laundry/wash tablets) in a locked and/or high cabinet
- ☐ Do not leave running cooker unattended; make sure appliances are turned off when not in use
- ☐ Use cooker back hotplates first and position pan handles so they cannot be pulled over
- ☐ Keep oven and dishwasher handles free of dishcloths and rags when around small children
- ☐ Store appliances that are sharp like blenders and food processors out of reach of children
- ☐ Keep matches and lighters out of reach of children
- ☐ Do not put connected electrical appliances close to wash basins
- ☐ Have smoke detectors and CO₂ detectors periodically tested

Bedroom

- ☐ Keep window blinds cords separated/out of reach of children
- ☐ Secure furniture to the wall if young children are around
- ☐ Cover electrical outlets with outlet protectors or furniture

Bathroom

- ☐ Keep cleaners, chemicals and all medicine (including vitamins) in a locked or high cabinet
- ☐ Keep medicines in original labelled containers
- ☐ Store items like curling irons, hair dryers, and flat irons out of reach of children or animals
- ☐ Prevent slips in bath with anti-slip floor or bathmat
- ☐ Install grip bars
- ☐ Do not use electrical appliances close to water

Living Areas

- ☐ Make sure there are clear pathways between furniture
- ☐ Keep power cords along walls and not under rugs; hide wires behind furniture or use a wire hider
- ☐ Cover electrical outlets if young children are around
- ☐ Secure televisions and heavy furniture like bookcases to the wall
- ☐ Cover sharp corners and edges with guards and bumpers if young children are around
- ☐ Keep windows locked when not at home
- ☐ Do not overload electrical sockets
- ☐ Use the correct charger for your batteries

Garden/outdoors

- ☐ Keep garden tools and chemicals out of reach of children and in an appropriate container
- ☐ Keep flammable liquids away from heat
- ☐ Have children's outdoors toys safety checked regularly
- ☐ Do not leave bikes / scooters in front of the house
- ☐ Reduce the risk of small children drowning by securely fencing or filling in of garden ponds or water features