



Welcome to UK News 15th August 2018
your weekly update from around CEMEX UK

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CARING FOR FAMILIES

A Message From Michel.....



Although we are reporting a LTI and TRI free week for CEMEX employees, we did not achieve the same performance with contractors. We incurred one severe incident that resulted in a TRI which could have been a lot worse. The incident happened at our Manor Pit site, near Peterborough - an Aggregates operation that is being closed down. The Fitter contractor, who was working to dismantle and remove a conveyor, suffered a cracked rib as he was struck by a handrail that had snagged when the conveyor was pulled from beneath the plant structure.

The Operations team have commenced an investigation with the support of the local Health and Safety Advisor. It is already apparent that there are a number of learning points arising from the incident, including the need to **STOP, THINK & CHECK** when we find tasks aren't proceeding as expected, and to **maintain exclusion zones to keep people out of the line of fire**. We were fortunate the contractor was not more severely injured and must learn from this incident, taking any necessary action to prevent a recurrence. This incident must remind us of our commitment to ensure the same safety conditions and attention to our contractors as to our employees.

Take care,
Michel

Family Engagement..... Health&Safety@Home



Following on from the launch of CEMEX Health&Safety@Home campaign, please be reminded of the materials and activities available.

There is the HOME SAFETY CHECKLIST which you can use during the summer holidays to review safety around your home with you family and even win one of two Halfords vouchers if you enter the photo competition showing the improvements you have made at home (£150 first place and £75 second place).



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 the Safety Board Game to have a bit of fun with the family

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

....and finally, please do not forget, 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.

Great Health & Safety Engagement With Our Mortar & Screed Hauliers In The North East



Ian White reports on a very productive Health & Safety meeting with two key Mortar and Screed hauliers in the North East on Monday (Gordon Aire and Lincoln Haulage). A discussion around CEMEX Health & Safety performance was followed by a review of the Global and UK Safety Alerts that have been issued this year specifically focusing on haulage and contractors in general.

A healthy debate took place around the benefits of wearing seatbelts, managing speed and the use of MySpace both on CEMEX and customer sites. After the meeting members of the North East Management Team spent time with the hauliers' drivers delivering Readyspread to customer sites, taking the opportunity to discuss daily challenges and reinforce our safety discussions. The whole day proved to be an extremely effective way of engaging with our mortar haulage community around the importance of looking after themselves and their work colleagues on a daily basis! Well done and thanks to all involved.

“Safety Savvy” Training – Here Are Some Quotes From Attendees At Fulham.....



Liz Young joined a group of 12 employees at Fulham office this week attending Safety Savvy training, which is available to all UK employees. Led by Health & Safety Advisor, Jason Aked, Liz described it as an interesting and lively session, and here are some quotes from other colleagues present:

Kevin D'Souza, Readymix Technical Manager: “Very different to the normal Health & Safety training which made it more effective. Great to hear other colleague's experiences which made the content relevant and interesting.”

Adam Roe, Logistics Apprentice based at Datchet: “There were some interesting facts and figures, making the issues more visual and real.”

Tony Connolly, National Process Development: “The diversity of the group coupled with the life experiences of those at the session and visual aids helped to make the course very real.”

If you haven't yet signed up to one of the many courses taking place, please check with your Managers and Supervisors that they have booked you on over the next few weeks. There is a flyer in the download section of the UK News website if you want to find out more.



And thanks to the brilliant regional Trainers who have volunteered to deliver Safety Savvy, helping everyone to keep looking after ourselves and each other –

Region	Trainers	Sponsor
Scotland	Ronnie Simpson	Lex Russell
North West	Paul Cheeseman and Steve Taylor	Lex Russell
North East	Nigel Smith	Lex Russell
West Midlands	Sonny Netto	Dave Hart
East Midlands	Callum McPhillips and Lee Needham	Operations – Philip Baynes-Clarke; Rugby Office – Carl Platt
South West	Sam Shepherd	Chris Leese
South East	Jason Aked and Stewart Macrae	Chris Leese

How To Keep A Cool Head In The Hot Weather

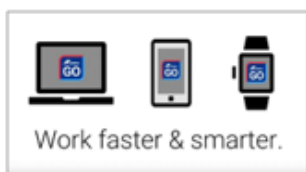


During the recent hot weather Kevin Lytton at Washwood Heath Rail Solutions wanted to help keep the work force cool so he found a cooling pad which fits into hard hats and after being soaked in cold water can keep cool for up to five hours - then just re-soak. These are supplied by HYPERKEWL PLUS UK.

Great idea Kevin - hopefully your team can keep a cool head at all times!

CARING FOR CUSTOMERS

UK CEMEX Go On-Boarding Targets Increased



Our CEMEX Go UK customer on-boarding targets have been increased to raise awareness with more customers more quickly. The new targets will encourage our Sales Teams to engage in a convincing discussion about CEMEX Go – to clearly explain the benefits in terms of smarter working and making CEMEX “easier to do



business with” using digital technologies. Each week, league tables of on-boarding performance by Sales Executives will be published to ensure we hit our targets. System functionality improvements are in hand and which will support higher Adoption by Builders in particular.

UK Achieves CEMEX Go >500 Customers Milestone And Gets Ready For Let's Talk CEMEX Go Training!



Stuart Keighley reports that this week it was very pleasing to confirm that the UK has passed our 500 on-boarded customer milestone.

He said: “The vast majority of these customers have been on-boarded through face to face visits by our Sales Executives supported by our Digital Support Partners. These have been very valuable meetings and interactions with our customers which sets the scene for



effective take up and adoption of our new Digital Platform. This is great news and we acknowledge the efforts made by all the Teams, both in our Business and in the supporting Project Teams, in reaching this milestone. Thanks to you all! With new and higher targets for on-boarding now in place we can look forward to our reaching our next significant milestone of 1,000 in coming weeks.”

CEMEX Go reinforcement training for our UK Salesforce and key Sales Office and Despatch staff kicked off this week. **CEMEX Go Champions** from the business supported by the Digital Support Team will be running **Let's Talk CEMEX Go!** around the country in September and October. Details of dates and venues for the 12 sessions will follow soon. Our Champions for this training are: Steve Large, Richard Cowley, Marie Tiernan, Sam Ryan, Matt Brown, Trevor Golding, Paul Reynolds and Vicki Elliott.

(The main picture shows the CEMEX Go team in a Train the Trainer session this week, and the picture within the article is a post from our social media feed).

London Readymix Teamwork Provides Superior Customer Experience In Croydon



Thanks to Nigel Bateman for the pictures and update on some great teamwork to provide a Superior Customer Experience last week. Our Readymix people at Croydon, Fulham and Sydenham worked together to complete a 1,100m3 pour at St George Street in Croydon.



The Fulham Drivers started at 5.15am to begin the pour and our supply chain colleagues were also up and about early. It was well planned by Operations Manager, Darren Yakinthou, and assisted by Jane Barker and Liz Dixon at Rugby. Dan described how during the day it was about “relaxing and enjoying seeing all our plans working like clockwork” and “it’s what we do best, working together to surpass customer expectations.”

Well done to all involved!

Andy Gould Of RHC Construction Climbed Snowdon Carrying A Bag Of Rugby Cement



Our Cement customer, Andy Gould who is Programme Leader for RHC Construction, made it to the top of Snowdon (3,330 feet above sea level) whilst carrying a 25kg bag of Cement on his back for charity.

Carl Platt sent his congratulations saying that was probably the highest bag of Cement in the UK. If you are interested in supporting Andy's fundraising the link is here:

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



CARING FOR SHAREHOLDERS

Well Done To “Top Of The Table” ISO Trak Winners Karl, Louis And Simon



Julian Poole, Drivers Supervisor in Logistics Central, reported recently on how our Logistics Drivers compete with each other to achieve the best performance figures from their vehicles. This is monitored by a system called ISO Trak which produces a report with a league table of top performers.



Karl Wilkinson, who drives an artic and trailer from Costessey Area 8, finished at the top of league of the whole country and was rewarded with some vouchers for John Lewis. In Julian's Central Area, Louis Collier and Simon Futter both drive 8-wheel tippers from Norton and Costessey improved their IOS Trak figures to finish second and third behind Karl were rewarded with Marks & Spencer vouchers.



These excellent driving skills result in optimised vehicle performance and efficiency – a win-win for everyone – well done to all!

Collaborating In R & D To Produce New Products From Waste Materials



Mike Higgins thanked all those involved in the R & D Plant trials at Wickwar - it was a great example of ONE CEMEX collaboration with Aggregates, Asphalt and Readymix working together to realise the trials.

Following employee R & D project proposals and working closely with our colleagues in CRG, the UK Product R & D Committee have been exploring how a new process can

help us create a new product from waste materials at our Aggregates sites through the normal production processes. The trials were a success and Mike and his team now move to extensive laboratory evaluations of the material produced.

UK Materials Business Receives Its New ISO 14001 Certificate



The UK Materials business has now received its new ISO 14001 Certificate for its Environmental Management System following successful audits to the new 2015 standard.

Copies can be obtained from the UK Sustainability Department or the UK Sustainability CDM.



CARING FOR COMMUNITIES

Adam's Readymix Team Help Out Eastbourne Sea Cadets



Readymix Area Manager, Adam Leverett and his team, recently helped the local Sea Cadets in Eastbourne build a new disabled ramp to improve their access facilities.

We donated some C30 concrete to the project and delivered on Friday 27th July via Toms Groundwork who were the contractor on site. Their Vice President, Bob Hamblyn, was very grateful for our support on the project.



Thanks go to our Operations Manager, Scott Beadle, for organising everything and to our independent haulage contractor, Gary Hollands and his driver Kelvin Sherwood (in the main picture) for their time and assistance.



A Different Kind Of Step Challenge For Somercotes Rail Solutions Teams



Some of our Rail Solutions team based in Somercotes carried out another lend-a-hand day replacing 21 wooden sleepers at a local Nature Reserve, which has achieved Green Flag status.

Terry Clair, Operations Manager, commented: "We planned to help with the replacement of 21 rotting timber sleepers placed as steps used by members of the public that walked through and around the Pennytown Ponds Reserve. For the last five years we have always made the effort to work with the Local Council and Groundwork to maintain areas of

Pennytown Ponds which is an area widely used by our local communities.

At the start of the spring we did a review of what areas our support would better benefit. I noticed that the wooden sleepers that allow members of the public safe access to other levels of the Nature Reserve were clearly becoming unsafe through wood deterioration; the hand rail had also become loose and was ready to break. I offered to have myself and a team replace all the sleepers that were needed and repair the hand rail to ensure many more years of use.

Sometimes the best plans don't always work out - we'd planned to replace 21 sleepers but following the long period of warm weather the ground was so hard it slowed us down a little. We managed to replace 13 sleepers on the day and we concreted-in posts to stabilise the hand rail and repainted it, offering it a few more years of use.



I am proud of the work we do at Pennytown Ponds and the support we give the local community is amazing. Gary, our friend from the local charity, Groundwork, was working along us throughout the day and was over the moon with the results. The team here at Somercotes worked very hard so my thanks to them for making this happen."





A month after our review the Reserve was visited by the Green Flag judges and was deemed of sufficient standard to retain the Green Flag status which has been held for a number of years. The judges highlighted that the wooden steps needed replacing and when told that this work was already scheduled with the help of CEMEX they were impressed that the work was already planned and secondly a local company was involved in the important maintenance work on a local Nature Reserve.

Washwood Heath Rail Team Lend-A-Hand At Local Nursery



A Team from Rail Solutions Washwood Heath recently completed a very successful lend-a-hand at a local nursery. The nursery was concerned that the current play area, which is adjacent to a public footpath, was not secure and safe for the children.



So the team, led by our Maintenance Supervisor, Derek Mullen (not pictured), and four employees including volunteer, Eileen Brennan, installed a 5-foot fence around the play area making it secure.

The nursery was very pleased with the result and congratulated the team on a job well done.

Readymix Area 15 Team Lend-A-Hand



Well done to Readymix Area 15 team who spent their lend-a-hand day painting the butterfly boutique at Bedford Daycare Hospice.

Bedford Daycare Hospice provides holistic care for adults over the age of 18 suffering with a life-limiting illness.

It was a rewarding and enjoyable day had by all.

Tracking Twites



Over the May Bank Holiday, RSPB colleagues and volunteers headed to Dove Holes to try and tag some of the small colony of Twites that live in the Quarry. The tiny trackers which weigh less than a pinch of salt (only 0.5grams) were fitted with the aim of helping scientists find out how the Twites seek food and shelter. But no luck! The birds were not to be seen perhaps due to the hot weather or maybe the plentiful supply of food throughout the Quarry.

Finally, two males were tagged at the beginning of July. The trackers have a battery life of one week and after that they fall off. However, the week's worth of data



will enable scientists to map areas within and around the Quarry that the birds are using. Trackers are only fitted to male Twites to avoid disturbing breeding females.

The Twite is an English songbird that without help may disappear completely from England, the decline of the species is so concerning that it is on the conservation 'Red List'. Twites numbers have suffered as the availability of autumn seeds as well as mature heather and bracken has become scarcer, resulting in less food and suitable nesting sites. There are only 170 pairs left in the country, and despite our Dove Holes Quarry near Buxton, Derbyshire being home to less than ten pairs it represents a significant population (the picture shows Teenage Twites at Dove Holes taken by Peter Welch).

CARING FOR EMPLOYEES

Phil Helsby Celebrates 40 Years At South Ferriby!



August 2018 marked a 40 year work anniversary for South Ferriby's Phil Helsby (right). He was presented his award of £1,500 in holiday vouchers by his Supervisor, Rob Campbell (left).

For much of his career Phil has worked on shifts as a Laboratory Tester; being responsible for analysing the raw mill and kiln production and adjusting the raw inputs to ensure we stay in target with our quality parameters. After 40 arduous years as our 'Shift Scientist', he is now looking forward to taking a relaxing break with his wife, Judy, in Spain. Congratulations Phil.

Congratulations To Salliffu – 15 Years Service At Rail Washwood Heath



Many congratulations to Salliffu Chamm, Production Operative/Batcher at Rail Solutions Washwood Heath, for reaching his 15 years long service with the company.

Site Manager, Kevin Lytton, would like to thank Salliffu for all his hard work and support over the past 15 years.

Stuart Leverett 15 Years Service - Congratulations



On 1st August 2018 Stuart Leverett completed 15 years service with the company.

Stuart is seen here with Julian Poole, Lead Driver's Supervisor Area 8, receiving his Ernest Jones vouchers.

Well done Stuart and thanks for your dedication over all those years.



Well Done To Kevin Roy On 20 Years Service



Jane McGregor, our Customer Administrator for distributors, let us know that Kevin Roy celebrated 20 years service with the company recently.

A fantastic achievement Kevin and thank you for your loyalty and hard work for the company.

Jim Halfpenny Joins Cement Commercial Team



Richard Cowley extended a huge welcome to Jim Halfpenny who joined Cement Commercial as Commercial Manager Bulk Cement for Scotland on 1st August. Jim joins us from CEMEX Readymix Scotland where he has worked as Sales Manager for the region.

Jim will spend the next couple of weeks with Sandy Elliott who will be retiring from his position. Following the handover Richard will look forward to introducing Jim to the wider business.

Would You Like To Learn More About Microsoft 365 Suite Of Tools?



We understand via the Engagement feedback that many of our employees would value knowing how to utilise the great new functionalities of the MS 365 suite of tools – Outlook, SharePoint, OneDrive, Skype, Teams, Yammer.



Turning **Voices into Actions**, regional Microsoft 365 Awareness Sessions are being scheduled across CEMEX UK between September and December 2018, designed to help us all bring the new ways of digital working to life.

- **The sessions will be half-day and aimed at anyone who regularly uses Microsoft 365 tools**
- **There will be sessions held at Rugby; Stockton; Preston Brook; Sheffield; Oldbury; Uddingston & Wick**
- **They will be delivered by our Microsoft Expert Partners - Hable**
- **We also encourage our Digital Champions to attend and share their learnings**

Spaces will be allocated on a first come first served basis, so be sure to use the following link to book yours!

https://forms.office.com/Pages/ResponsePage.aspx?id=AZDhbsTQ-EWvi_8A8W0H4W4BYiXFOj1OsPkfaSRRY0dUM1pEU1UwRUNYM0daTjRIVUcxMVpaVFI1Vy4u



If you have any questions please contact Kelly Rowley on: kelly.rowley@cemex.onmicrosoft.com

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
297-08-2018	Relief Operative	Aggregates Central	West Midlands	22/08/2018
298-08-2018	Sales Agent	UK Readymix	Rugby Office	16/08/2018
299-08-2018	Lead Driver/Assessor	Logistics	Hatfield/Bletchley	17/08/2018
300-08-2018	Plant Technician	National Technical	Salford	24/08/2018

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.

