



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

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## CARING FOR FAMILIES

### Michel's Safety Message



Congratulations to everyone on a further incident free week for both employees and contractors, now reaching respectively 27 and 40 weeks without LTIs. Comparison to last year is also favourable in each category which we should celebrate accordingly but without losing focus on the fact that consciousness of our own vulnerability must prevail and make us stay 100% alert of the risks that are surrounding us, despite our recent encouraging track record.

I would also like to commend Samuel Shepherd and Sonny Netto who facilitated the Safety Savvy day training session I participated to last week. The quality of their presentation, their genuine enthusiasm and professionalism were outstanding and made the session extremely powerful.

Thank you both, as well as your peers, who signed up to facilitate these "Safety Savvy" sessions for your exemplarity and passion for safety. Well done! And.... great to see that we are already 75% done!

During the coming week I urge everyone to stay alert and focus on our safety essentials, starting with always Stop, Think and Check before undertaking any tasks and Stepping In when observing any unsafe behaviour or risks.

I wish all a nice and safe week.

Take care, Michel

### Stay On Top Of It.....



Behaviour safety is one of the key areas we agreed to focus on throughout the rest of this year to help keep everyone safe. There are two basic, but fundamental systems we should ensure are maintained:

- **VFL visits by Managers to sites and on-road with Drivers**, in particular, interacting with contractors who we know from our statistics are particularly susceptible to injury throughout this third quarter, and



- **Near Miss/Hazard Alert reporting.** The ongoing decline in reporting rates is a concern. It is important that any near misses or hazards are reported, with Supervisors and Managers taking responsibility to address any issues and provide feedback to teams on action taken.

All records of VFL visits and Near Miss/Hazard Alert reports should be documented in INTELEX:  
<https://global.intellex.com/login3/CEMEX>

## Get Safety Savvy



If you haven't already, please sign up for a Safety Savvy session near you.

Here's a link from Nigel Smith for a session in Lincolnshire on 2<sup>nd</sup> October:

<https://www.eventbrite.co.uk/e/safety-savvy-training-uk-tickets-48326895044>

There has been great feedback on the sessions – here are just a few photos of some of the sessions at Preston Brook, Scotland and Dove Holes - all 'sell out' successful sessions!

## Take More Drink Free Days



It can be easy for people to get into the habit of drinking alcohol most nights but the reality is it isn't good for their long term health. What many people don't realise is that regularly drinking alcohol above low risk levels can significantly increase the risk of developing a range of health conditions such as heart disease and seven types of cancer, including breast cancer. Alcohol can also affect your mental health and your weight.

The UK's Chief Medical Officers suggest one way to reduce these risks is by taking more drink free days each week. That's why PHE's 'One You' campaign has teamed up with Drinkaware to launch the Drink Free Days campaign.

This campaign is particularly aimed at men and women between the ages of 45 – 64 and will launch in September 2018. The aim of the campaign is to encourage midlife men and women to think about their drinking and to highlight that having more Drink Free Days can improve their health and reduce risks of serious long term conditions. See: [www.DrinkFreeDays.co.uk](http://www.DrinkFreeDays.co.uk) or [www.drinkaware.co.uk](http://www.drinkaware.co.uk) for more info.

There is also a free Drinkaware app you can download on to your mobile which will help you monitor how much you are drinking and how many units in each drink. It's in both Google play and iPhone app store.

The recommended drink limit for men and women is 14 units a week spread over 3-4 days. Bear in mind one pint of beer is approx. 2 units and one 175ml glass of wine is about 2.5 units.

**If you're concerned about someone's drinking, or your own, Drinkline runs a free, confidential helpline. Call 0300 123 1110 (weekdays 9am – 8pm / weekends 11am – 4pm).**



## UK Safety Alert



Sadly, there was a death recently in the industry where a Tyre Fitter was crushed beneath the vehicle he was working on; it appears he was only using a jack to support the vehicle and didn't have a secondary support in place, i.e. an axle stand.

The risks associated with tyre fitting are well known, with a history of deaths and serious injuries over the years. Tragically in this case we believe the deceased was a young man, early 30s, with a wife and son.

The attached Safety Alert is intended as a reminder of the necessary precautions where tyre fitting is being carried out. In addition, also attached is a "Safety Nudge" from MPA, which compliments the Alert. Please discuss the Alert and "Safety Nudge" with those who might be involved with, or supervise, tyre fitting. In addition, please also use it to ensure other team members, employee and contractors, are aware of the need to maintain an exclusion zone around tyre fitting operations, keeping "out of the line of fire".

One additional point to focus on is that we believe the incident occurred out of hours, at the end of the Tyre Fitter's shift, when there was no formal supervision on site... do you always ensure site operations are effectively supervised and team's members are aware of the risk of taking short cuts?

If any areas for improvement are identified from your discussions they should be detailed on local site risk assessments and improvement plans.

In addition to discussing the Alert and Safety Nudge they should also be posted on noticeboards.

### **LOOK AFTER YOURSELF AND EACH OTHER**

*Also attached is a Safety Alert Communication Form that can be used to maintain a record of the communication of the above Alert(s)*

**HEALTH AND SAFETY INFORMATION AND RESOURCES CAN BE FOUND AT THE FOLLOWING LOCATION** <https://cemex.sharepoint.com/sites/UKHealthandSafety/SitePages/Safety-Alerts.aspx?web=1>

## CARING FOR CUSTOMERS

### Cement Tankers Are Go





James Fairclough and team have produced yet another eye-catching livery for one of our cement tankers.

The tanker will be advertising our new CEMEX Go on-line service as it drives around Britain.

Well done James.....

### CEMEX Go New Functionality



As a response to customer feedback, CEMEX Go has added a new function to its repertoire. The new 'Quote Request' allows a customer to attach documents like mix details and specifications, and we can respond quickly with prices for them.

We have set ourselves a challenging objective of 30 minutes turnaround for any quote request coming in through CEMEX Go. That's important because feedback from customers consistently told us we are slow to respond to quote requests in the past.

Our Digital response will transform the Customer's Experience.

## CARING FOR SHAREHOLDERS

### New Bridge For Cambusmore



Cambusmore Quarry has finished installing their new conveyor bridge across the river Teith. The bridge has been installed so that the Quarry could access new reserves on the west bank of the river. The only other option was a large detour north through a country town called Callander.



The Quarry was running low on reserves and a good deal of care was needed to avoid polluting the river which is famous for its Salmon fishing and several other endangered species.

The bridge will ensure the Quarry has reserves going forward – it is considered the best quality gravel in Scotland so it is an important strategic reserve.

Thanks go to the team including Andrew Higson, Project Engineer; Ian Kerr, Quarry Manager; Alex Finn and Donald Wilkins from our Engineering Department.





The crane used to install the bridge was capable of lifting 600 tonnes! - to our knowledge the biggest crane on a CEMEX project. The project was also completed with Zero Harm. Well done to everyone involved.

## Stronger CEMEX European Announcement



In case you didn't see the email last week, please see below the organisational changes in the European region. Congratulations to Andy Spencer, Martin Casey and Derek O'Donnell (already European HR) for their new roles.

Dear colleagues,

As we announced last July, we have started implementing our Stronger CEMEX program, designed to accelerate our path to regain our investment grade and speed-up our growth, while becoming a more customer centric organisation.

As part of these efforts, I would like to announce the following organisational changes:

### CEMEX Europe

Aiming at further strengthening a customer-centric organisation, and improving our commercial offering, while achieving operational efficiencies, CEMEX Europe will be managed as one business unit, as opposed to a series of individual country organisations.

Our cement business, including commercial, operations and supply chain, will be managed regionally, while the ready-mix and aggregates businesses (now called Materials) will be managed in two regions: The West region, encompassing the U.K., Spain and France; and the Central region, including Germany, the Czech Republic, Poland, Latvia and Croatia. All support functions will also be managed regionally.

The CEMEX Europe region will continue to be led by **Jaime Elizondo**, President CEMEX Europe, with the following management team:

**Juan Carlos Herrera**, Cement Commercial

**Fernando Enriquez**, Cement Operations

**Graham Russell**, Supply Chain and Procurement

**Michel Andre**, West Europe Materials

**Rudiger Kuhn**, Central Europe Materials

**Marcelo Catala**, Related Businesses, Marketing, and Customer Experience

**Andrew Spencer**, Sustainability

**Izabella Rokicka**, Communications and Corporate Social Responsibility

**Martin Casey**, Public Affairs

**Jose Cascajero**, Strategic Planning

**Derek O'Donnell**, Human Resources

**Francisco Javier Mota**, Health and Safety

**Luis Oropeza**, will retire after 33 years of a successful career with the company.



**Pedro Palomino**, will retire after 23 years of a successful career with the company.

We want to thank Luis and Pedro for their contribution and commitment to CEMEX and wish them success in their new endeavors.

The remaining members of the former management team, **Velimir Vilovic**, Director for CEMEX in Croatia, and **Hermann Dietrich**, Director for CEMEX in Czech Republic, have been ratified in new roles in the regional organisation.

Thank you all again for your commitment, I am confident that I can count on your support to build a stronger CEMEX.

Best regards,  
Fernando A. Gonzalez

### CEMEX Participates In Renowned Project “L’Arbre Blanc”



CEMEX announced last week that it participated in the construction of L’Arbre Blanc (The White Tree). This 50 metre high, tree-shaped building is the work of renowned Japanese architect, Sou Fujimoto, who has designed buildings such as the Serpentine Gallery Pavilion in London.

Located on the banks of the River Lez in Montpellier, France, this 17-storey residential building features seven metre cantilevered metal work and 194 balcony spaces that give this structure its unique tree shape. For this project, CEMEX supplied over 7,800 cubic metres of concrete, including special mixes of hyper-fluid and high-strength concrete.

Read complete press release: <https://cmx.to/2CM2bnz>

### Northfleet Excel At Op Ex



Our UK-wide drive towards Operational Excellence continues with this fantastic bit of organisation at Northfleet concrete products back in August.

Now an impressively safe and time efficient workplace.

## CARING FOR COMMUNITIES

In Memory Of ‘Papa Bear’...





Congratulations to Stuart Johnson and Natalie Hodgson for running the Great North Run this year. They raised money for the Stroke Association in memory of Natalie's Dad. Tragically he passed away earlier this year after suffering his second stroke.

Here's Natalie's story in her own words:

"Papa Bear (Dad) is my hero. Always has been. But nothing made me realise how much of a superhero he was until 12th September 2017, when he suffered a haemorrhagic stroke. No, I didn't know what one of them was either. Basically, he had a huge bleed on the right side of his brain which completely paralysed his left side. As a family, we had heard the word 'stroke' and 'paralysis' before but had absolutely no comprehension of what those words actually mean't to Dad or to us as a family.

We were lucky that day - Mother Goose was with Papa Bear when it happened. She had seen the adverts; she knew to act FAST. Dad was in Sunderland Royal within an hour and was on the Stroke Ward within four hours of it happening. Then the hard work really started.

For over three months Papa Bear was in hospital, working tirelessly every single day to get back something - anything - of his mobility. We visited every single day and witnessed first-hand how exhausting and gruelling the road to recovery was. I can still remember the first time he winked at me when I walked in to visit. It took 11 weeks to get that small thing back and I cried tears of joy when he did it.

We were one of the lucky families. We had so much support and Papa Bear made it home on 14<sup>th</sup> December. Granted, he needed a medical bed in the living room where 'his' seat used to be; he had a wheelchair where his bike used to be; there was a Sarah Steady where a bookcase formally stood. But he was home and home for Christmas! As a family, being together at Christmas was just amazing especially knowing how extremely hard Papa Bear had worked to be with us all and enjoy it!

However, on New Year's Eve we were devastated once more when Papa Bear had another stroke. This time he had several clots on his brain stem which control all of the things which you don't even need to think about: regulating your heart rate, your pupil dilation, your speech, your swallow... and due to the damage already done by his previous Stroke, and this one on top of that, no amount of rehabilitation was going to get him better.

We lost Pops on 14<sup>th</sup> February at 11:00. I was holding his hand when he took his final breaths. There won't be a day where I don't miss him. But more over, I'm so grateful to him for fighting as hard as he did that first time so we got one last Christmas as a family; memories of which we will all cherish forever.

So, that is my story. An emotional six months; a rollercoaster of happiness, sadness, pain and hope. I'm running a Half Marathon to raise money for the Stroke Association. It is just over 13 miles and is going to be tough - but nothing compared to what Dad did and every other person who has ever suffered a stroke. Anything I can do to help another family's journey to recovery that bit easier is worth running that long road from Newcastle to South Shields ten times over.



I know if Pops was still here he would be cheering me on from the sidelines with tears of pride in his eyes. So, this one's for you, Papa Bear!"

### Make Our Oak, English Tree of the year 2018...



You may remember the story of Frank Hogg and his granddaughter saving the 800+ year old Oak from a severe pruning by the local power company? Well, the tree goes from strength to strength and has now been nominated by Frank for the Woodland Trust tree competition.

The competition is run online and needs your vote! Go to <https://bit.ly/2D37Egb> and click on the 'The Old Electric Oak' Wickwar, Gloucestershire and make our tree 'tree of the year!'

The winning tree from England, Scotland and Wales will go on into the European tree of the year awards!

### Henry Or Percy??



One of the quirks of Newbridge Quarry is working alongside the North Yorkshire Moor's historical steam railway and helping the engines turn around safely. Beautiful engineering!

Brett Burrows took this photo – I wonder which of Thomas's friends this one is??!!!!

### Rugby Plant Open Day



For the 10th year in a row Rugby Cement Plant opened its doors to the public to have tours of the Plant. The tours include a visit up the pre-heater tower.

Over 100 people visited the Plant over the two days to see how Cement is made.

### Go Greenaways Aces!







CEMEX has sponsored the kit for local under 8's team in Gravesend Kent. Greenaways Aces FC under 8s Hearts now have a smart new kit to take them into the 2018/19 season.

Aggregates Sales Rep, Nathan Harpum, coaches them on a regular basis along with Craig Holloway, ex Arsenal pro-goalkeeper.

## CARING FOR EMPLOYEES

### 15 Years For Dean



Well done to Dean Ashford, Asphalt Technician at Washwood Heath, who reaches his 15 years service award.

Dean is pictured here (on the left) receiving his award from Line Manager, Neil Woodfield. Thank you Dean for all your hard work over the years.

### New Security Office Number



With effect from 6.00pm on Monday 17<sup>th</sup> September 2018 the CCTV Control Room at Thorpe will be relocated to a new purpose-built facility at our HQ offices in Rugby. A seamless transition is anticipated and current users of the service should observe no change in service levels.

All sites with CCTV that is monitored by the Central Security Team should be aware the contact numbers will change. The new office can be reached on 01788 517377 or 517378. Colleagues are reminded of the need to contact the Security Team to advise of their presence when working out of normal operating hours and again when they leave. Please circulate this message to all staff as appropriate.

Whilst we look forward to welcoming the new security staff to CEMEX House, Rugby, it's appropriate at this point to say a huge thank you to Dave Mundy and Steve Blay, the long serving Guards at Thorpe. Both are very popular members of the Thorpe based staff. Between them Dave and Steve have spent over 45 years of dedicated service protecting us and our assets. They will be sorely missed and we wish them both all the very best for the future!

### Internal Vacancies



IVC Ref	Position	Company	Location	Closing date
332-09-2018	Relief Plant Manager	Readymix Central	West Midlands and Staffordshire Area 16	21/09/2018
333-09-2018	Process Operator	Cement	South Ferriby Cement Plant	21/09/2018
334-09-2018	Multi Skilled Operative	Aggregates North East	Leyburn Quarry	26/09/2018
335-09-2018	Assistant Quarry Manager	Aggregates North East	Middleton Quarry	28/09/2018
336-08-2018	External Sales Representative	Aggregates Central	Midlands Area – Base Flexible	25/09/2018
337-09-2018	Multi Skilled Operative	Aggregates North East	Newbridge Quarry	21/09/2018
338-09-2018	Multi Skilled Operative	Aggregates South Wales & West	Freemans Quarry	21/09/2018
339-09-2018	Operator Maintainer x 2 – 1 x Packing Plant, 1 x Cement Mills	Cement	Rugby Cement Plant	26/09/2018

340-09-2018	Quarry Operative	Aggregates Central	Berkswell Quarry Landfill	21/09/2018
341-09-2018	Quarry Operative	Aggregates Scotland	Hyndford Quarry	01/10/2018
342-09-2018	Multi Skilled Operative	Asphalt	Leyburn Coating Plant	28/09/2018
343-09-2018	Bulk Tanker (Tuesday - Saturday)	Cement Logistics	Rugby Plant	01/10/2018
344-09-2018	Bulk Tanker Night Driver (Monday - Friday)	Cement Logistics	Rugby Plant	01/10/2018

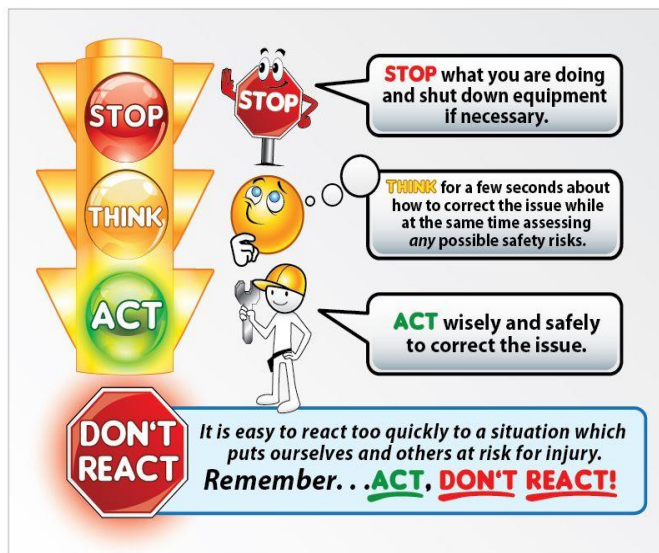
For further details on other roles and a full listing of other vacancies, together with information on how to apply, please log on to CEMEX Shift > My Services > Internal Vacancies>New IVCs.

### **We would love to hear from you for the next edition**

To send us a story: either click on 'submit a story' on the UK News website or email [gb-communicationsandpublicaffairs@cemex.com](mailto:gb-communicationsandpublicaffairs@cemex.com)

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





# A SAFETY NUDGE

## Removing, Replacing, Repairing Tyres on Vehicles and Mobile Plant

The removal, replacement and inflation of tyres is extremely common (around 30 million tyres on cars, buses and lorries are replaced in the UK each year), so it may seem a simple task.

But it can cause injury and even death resulting from:

- being struck by vehicles at the roadside;
- collapse of an elevated vehicle;
- explosion of the tyre or disintegration of the wheel during inflation.

Our industry over time has had its fair share of incidents often near misses, but sadly also fatal! The following brief text is just a couple of safety nudges to remind people who operate and manage others carrying out these activities to just **STOP THINK & ACT**.

But also sharing with those companies that we subcontract out this activity to, challenging standards, questioning are risk controls robust and correctly implemented?

## PEOPLE

### Competent people

Are the people carrying out, plant tyre replacement and repairs on your vehicles competent?



Do they belong to a scheme or an equivalent such as the NTDA  
<https://www.ntda.co.uk/tyre-technician-professional-development-scheme/>

or completed the REACT working safely at the roadside licensing scheme

<https://www.ntda.co.uk/services/roadside-emergency-action-concerning-tyres/>

## VEHICLE & MOBILE PLANT HAZARDS

The following safety nudges do not cover all the hazards you may encounter, you should complete your own STOP, Think, Act risk assessment before starting every job. Consider amongst other hazards; is the vehicle in a safe place, switched off, keys removed, brakes applied etc.

## Raising and supporting the vehicle safely

On the occasions where it is considered necessary to crawl beneath a vehicle or where a wheel needs changing, proprietary jacks should be used to raise the vehicle before placing appropriately rated stands under the vehicle or its wheels,



Don't rely solely on the jack to support the vehicle!



Make sure the ground is firm and level before raising a vehicle.



If the area is unsuitable then move the vehicle to a safer place before any attempt is made to lift it to undertake any repairs.



Chock the wheels on the vehicle to prevent movement.

## Be wary of vehicle air suspension systems



Vehicle ground clearance can suddenly and unexpectedly change due to a drop-in air pressure. This presents crushing and trapping hazards to technicians repairing vehicles, especially if working beneath them. There is also a risk of trapping around the wheel arch.

The risk of this happening is significantly reduced if some basic principles are adopted:



Never crawl beneath a vehicle fitted with air suspension unless it is properly supported.



Never tamper with the ride height for the purposes of recovery or repair.



Each vehicle manufacturer may have a specially designed tool or brace to allow you to do this safely, you should always check the manufacturers manual for further information before raising and supporting the vehicle.

## Do's and Don'ts for tyre inflation





Do use a clip-on chuck to connect the airline with a quick-release coupling at the operator's end (this allows tyre deflation from a safe position if problems occur).



Do be aware of others working near who maybe in the trajectory zone ask them to move.



Do use enough bead lubricant when seating the tyre. Consider removing the valve core or using a 'bead blaster' if seating is difficult.



Do remove the airline after use to prevent air seepage and possible over inflation.



Do use inflation bags on one-piece rims and alternative methods of restraint for split rim wheels.



**Don't** use valve connectors that require the operator to hold them in place.



**Don't** exceed the manufacturer's recommended tyre pressure for the size and rating of the tyre.



**Don't** use 'unrestricted' airlines (i.e. without a gauge or pressure control device)



**Don't** allow the control valve to be jammed open (which could allow the operator to leave the inflating tyre unattended).

<http://www.hse.gov.uk/mvr/mechanical-repair/tyreremoval.htm>

<http://www.hse.gov.uk/pubns/indg433.pdf>

<http://www.hse.gov.uk/mvr/mechanical-repair/under-vehicles.htm>

[www.safequarry.com/IncidentReports/pdf.aspx?kincident=1486](http://www.safequarry.com/IncidentReports/pdf.aspx?kincident=1486)

# UK SAFETY ALERT

UK SA14/2018 – 12.09.18

Display Until  
26.10.18



## Look after yourself and each other



Don't let anyone act unsafely, always stop unsafe practices.

## 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.

## TYRE FITTING GOOD PRACTICE

### RECENT INCIDENT

A Tyre Fitter recently died in our industry when changing a truck tyre; it was out of normal hours and towards the end of his shift.

### KEY FINDINGS

The Fitter had raised the truck using a compressor jack, but unfortunately did not fit any secondary support. He was found crushed under the vehicle, having sustained fatal injuries.

### Safe Vehicle Jacking

- If possible, move the vehicle to a safe, designated area and ensure the ground is firm / level.
- Ensure the parking brake is applied, the vehicle is secured and isolated (keys removed / cab locked / warning sign displayed) and wheel chocks applied.
- Refer to the manufacturer's manual, pay particular attention to the precautions required for vehicles fitted with air suspension
- Ensure the correct jack is used – capable of lifting the load and tested in accordance with the Lifting Operations and Lifting Equipment Regulations (LOLER).
- Identify the correct jacking point on the vehicle; make sure the jack is placed on a firm solid surface.
- Always use secondary securing devices i.e. axle stands.
- Do not exceed the rated capacity of the jack or the axle stands.
- It is acceptable to use a loading plate below the jack to ensure it doesn't tilt or sink.
- Jack operating handles should be removed when not required to avoid accidental use.
- Pins for axle stands need to be close fitting and the correct specification – screwdrivers, bolts, etc. are **not** acceptable.

### SAFE TYRE INFLATION GUIDANCE?

If a Tyre Fitter needs to inflate a tyre on site, the following procedure should be applied:

### KEY POINTS

- Ensure the Fitter is competent
- If the tyre cannot be inflated in a tyre cage, it **MUST** be inflated after the wheel assembly has been secured back on the vehicle axle (it can be inflated slightly (15 psi) off the vehicle in order for the tyre to sit on the wheel)
- The inflation air line should be a minimum of 3 metres long between the connection and the inflation gauge and the fitter should stay outside the likely explosion trajectory (Line of Fire)
- Never allow anyone in the vicinity of the tyre whilst it is being inflated
- Quick release couplings on the air lines must be used
- Tyre inflation must not exceed the manufacturer's recommended tyre pressure for the size and rating of the tyre
- Never leave an unattended air line attached to the valve of a truck tyre assembly



**Example Axle Stands:**  
Stands should be suitably rated to support the vehicle and any additional load it may be carrying

