



Welcome to UK News 3<sup>rd</sup> Oct 2018  
your weekly update from around CEMEX UK

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## CARING FOR FAMILIES

### Say Something



Three colleagues failed to go home in one piece last week. This is really bad news. An employee tipper driver suffered a Lost Time Injury (LTI) when he slipped and fell on one of our wharves. There were two further injuries (TRIs); a second slip, trip and fall involving an employee tipper driver who fell at a Readymix site and required six stitches to the palm of his hand; and a contractor who fractured and cut his index finger while completing the construction of a new smoking shelter.

In addition to these injuries, we have also suffered a number of incidents in recent weeks with high potential for very serious injury, mostly driving related.

It is essential that we don't allow the current reorganisation of the business to distract from our absolute priority to look after ourselves and also to look after our colleagues, ensuring we **STEP IN and say something** if we see anything unsafe, or anyone behaving unsafely.

### Do Not Choose To Look The Other Way



No one should ever be too busy or preoccupied to report a Hazard or Near Miss. We have Near Miss Hazard Alert cards for a reason - to make our workplace safer before a serious accident happens.

Please report anything, however, 'minor' as it could save someone's life or a limb. This week's LTIs and TRIs are proof that if we don't keep our eye on the ball your safety and your colleagues' safety is a risk.

These are all examples of tragic fatal incidents in the UK which all happened after Near Misses which were not reported:

- A 28 year-old employee was blown through a wall and fell to his death following a release of pressure from a processing plant.... months earlier a similar pressure build up had caused the plant access doors to buckle.



- A contractor, also 28, died when he fell from a scaffold when it was struck by a fall of material; he was not clipped on. None of his colleagues had stepped in to suggest that he clipped on, despite only days earlier a similar fall of material damaging the scaffold.
- A 64 year-old employee, with 15 years service, was crushed by un-isolated automated machinery when he inadvertently activated a sensor. A couple of weeks previously, while cleaning up, a broom was snapped in half by the same equipment when it triggered the same sensor, sadly this wasn't reported.

**Incidents like these can be prevented if we ensure Near Misses and Hazards are reported, thoroughly investigated, and the corrective actions implemented across the operations. We all have a moral duty to STEP IN and report all Hazards and Near Misses so that lessons can be learnt before anyone is injured.**

#### **HOW TO REPORT A NEAR MISS OR HAZARD:**

If you see a Hazard or Near Miss, please take immediate action to deal with it, providing you are not putting yourself at risk. Report all Hazards and Near Misses to Managers and Supervisors and ensure they are recorded, either via the card system or directly into our incident reporting tool, INTELEX.

#### **REMEMBER say something:**

- If you see something unsafe
- If someone is behaving unsafely
- If you can't follow a safe system of work
- If you haven't had feedback from a Near Miss/Hazard report

Please see the poster at the end of the UK News pdf or on the download section of the website to go up on noticeboards.

#### **Don't Drive Tired**



If you haven't already, please ensure you and your team watch the UK Safety Alert about the dangers of driving whilst tired. There is some alarming footage which you need to see:

<https://cemex.sharepoint.com/sites/UKHealthandSafety/SitePages/Safety-Alerts.aspx?web=1>

With the clocks going back at the end of the month and the onset of winter, the shorter daylight hours will become increasingly noticeable. With this, there is potentially a greater risk of falling asleep while driving. Research suggests that almost 20% of accidents on major roads are sleep-related and they are more likely than others to result in a fatality or serious injury. Studies have shown that drivers don't fall asleep without warning. Drivers who fall asleep at the wheel have often tried to fight off drowsiness by opening a window, or by turning up the radio, but this doesn't work for long.

The Video Safety Alert includes footage from the forward-facing camera on one of our trucks at the moment the driver fell asleep at the wheel. It was only a matter of good luck that prevented serious or fatal injuries.



The short information film contains advice on steps we can all take to avoid fatigue at the wheel. Safety on the road should not rely on luck.

## Mental Health Day

10 October is World  
Mental Health Day



Next Wednesday, 10<sup>th</sup> October, is Mental Health Day. It is a great day to show your support for better mental health and start looking after your own wellbeing too! Tea and a talk is all about making an effort to chat to someone at work or make them a cup of tea. Just show them that you are there.

Also, you can sign up for the CEMEX Mental Health Awareness training.

### What are mental health problems?

Our mental health is just like our physical health: everybody has it and we need to take care of it. Mental health problems affect around one in four people in any given year. They range from common problems such as depression and anxiety, to rarer problems such as schizophrenia and bipolar disorder.

Watch the 'Mind' short animation which explains what mental health problems are and how they can affect us all: <https://cmx.to/2DD0QzR>

So far, over 200 CEMEX employees have attended the Mental Health Awareness training, with another eight courses planned at Rugby between now and March. Please access via this link – password CEMEX. **(Please note that there have been a couple of last-minute cancellations for 16<sup>th</sup> October):** <https://cmx.to/2DErMil>

We also have a course planned at Preston Brook on 29<sup>th</sup> November – see below link (password CEMEX): <https://cmx.to/2NMOv0t>

This one-day training programme has been developed to assist employees with Line Manager responsibilities, who would like to better support team members' mental wellbeing in the workplace.

### Objectives:

By the end of the training delegates will:

- Be better able to recognise the early signs of distress
- Have a greater understanding of common mental health conditions
- Utilise practical tools beneficial to creating a culture of mental wellbeing
- Gain confidence in approaching employees
- Understand the legal implications of employee mental health
- Learn strategies to support mental wellbeing.

Please ensure key members of your teams attend this valuable training.



## More Safety Savvy-ness



Well done to the teams in East Anglia and Dove Holes (in pic) for completing more Safety Savvy sessions last week. Both sessions were well attended with honest communication and great participation from everyone. One more step along the Zero harm road taken...

Other sessions have also taken place at Shap, Sheffield, South East, Preston Brook and Rugby so thank you to everyone who has taken the time to attend.

## Clear Dashboards Save Lives



In October we will be sharing some posters and vehicle air fresheners to highlight the importance of keeping car, van and truck dashboards clear.

Many people were deeply affected seven years ago when a truck working for us collided with a cyclist, causing the death of the



cyclist, Joanna Braithwaite, who was only 34. One of the causes of the incident was that the truck driver's view was partially blocked by an American helmet, see photo (right). The main photo (left) of a truck on one of our sites earlier this week brought back memories of the incident in 2011.... note the cowboy hat!

As a suggestion, why not start the campaign early and ask everyone who interacts with drivers on a day to day basis to STEP IN if they see any clutter on their dashboards. It's all about looking after ourselves and each.

## CARING FOR CUSTOMERS

### Driver Lite Track Is Go



Isn't it handy to be able to track your package delivery when you've ordered something? CEMEX Go offers our customers this fantastic facility. With over 95% of IHCs and Own Fleet enabled with Track, our customers can follow orders in real-time from Plant to project site on their phones. We just need to let our customers know this!

At the CEMEX Go launch we were all confident it would be a game-changer, but surprisingly take-up of Track has been low. Requesting Repeat Orders on Track is an easy-win for driving Orders Adoption – it's much quicker for a customer to place a repeat order on Track, for those needing same products day by day. They can also use it to





make amendments. Please encourage everyone to use the cards we have printed and distributed to remind our customers.

Lex commented: "Please can everyone promote this with our customers. It was one of the big hooks that we all expected to make a significant difference."

***Target Customers with the Track Application and see Adoption soar!!!***

## **CEMEX Go In Full Flow**



Dom Burke, Sales Manager for RMX in Yorkshire, posted this tweet showing how much his customer likes the Track feature in CEMEX Go.

P Davey construction used CEMEX Go track on the pour. They tracked the order and could adjust their volumes from the app too. CEMEX Go - Making life easier for customers!

## **500 Trucks With Go**



Over 500 Readymix trucks now have tablets with CEMEX Go drivers App on.

Recent developments mean the App now works with our own fleet trucks too.

Every week we are making improvements to the CEMEX Go to help deliver our product to customers better than ever before.

## **CARING FOR SHAREHOLDERS**

### **New Security Control Room At Rugby**



As you may be aware we now have a new CCTV Control Room at our HQ offices in Rugby. The team managed a seamless transition from the old control room at Thorpe.

All sites with CCTV that is monitored by the Central Security Team should be aware the contact numbers have changed. 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.



In addition, Rugby building passes can now be obtained from either Colin Jones or John Sweeting at Rugby.

We recently welcomed the new security staff to CEMEX House, Rugby – see the photo of Simon Williams, the GMS National Contracts Manager with Colin Jones, CEMEX UK Security Manager. Colin commented: “It is appropriate at this point to say a huge thank you to Dave Mundy and Steve Blay, the long serving Guards at Thorpe. Both were very popular members of the Thorpe based staff. Between them Dave and Steve 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.”

### MPA Member Satisfaction Survey 2018



In order to enable the Association to improve its service to members, the MPA undertakes a Member Satisfaction Survey every three years to monitor progress. As they approach their 10th anniversary, this third survey assumes greater significance as they prepare for the next ten years. Your feedback is essential and valued.

To complete the survey click here or go to <https://members.mineralproducts.org>

### CEMEX Presents International Finalists For 2018 Building Award



Earlier this week CEMEX announced the 63 finalists for the International Edition of the 2018 CEMEX Building Award, a competition that recognises the best and most innovative construction projects on an international level.

The International Edition received project entries from a total of 19 different countries: Bosnia and Herzegovina, Colombia, Costa Rica, Croatia, the Dominican Republic, England, France, Germany, Guatemala, Latvia, Mexico, Montenegro, Nicaragua, Panama, the Philippines, Poland, Puerto Rico, Spain, and the United States.

Fingers crossed for our UK entry of the Mersey Gateway Bridge!

Please read the complete press release: <https://cmx.to/2NVqRPN>

### The Energy Game



We all know how much our energy costs can alter our bottom line. So well done to Kevin Cage and team for attending the Aggs and Asphalt Energy Champions training with Micheal Geer. He took the candidates through the electricity commodity game to provide an oversight into the external influence of energy costs.



## Shiny New Kit For Asphalt



It's not every day the Asphalt teams get something shiny to play with!! Recently Sheffield installed it's brand new – shiny – dryer! All installed safely.

Well done to the team for managing the installation and taking the operations to the next level!



## New Messroom For Perth RMX



Perth RMX Plant has had a much-needed upgrade to its welfare facilities. The team now have a brand new messroom just in time for the autumn and winter weather. Hopefully this will keep them warmer and drier than the old one!!

A big thank you to Frank Bell for his hard work installing the new messroom and adding the finishing touches.

## CARING FOR COMMUNITIES

### Midlands Marketing Forum....



Well done to James Barnett, Digital Channels Manager (pic right), and James Fairclough, the new European Marketing Director, who presented at the recent Midlands Marketing Forum.

They presented to an audience of SMEs about the CEMEX digital transformation over the past few years and spoke on a panel alongside representatives



from Google and Grenade (a very successful food supplements business based in the West Midlands – they do things like protein bars, shakes – who have just expanded globally.) The panel were discussing how to take your business global and the potential impacts of Brexit.



## CARING FOR EMPLOYEES

### Lorries Who Lunch.....



A bit of light-heartedness for your lunch break! A couple of our drivers took cab shots of where they were parked up for lunch earlier in the week.... better than an office wall!!!!!!

Feel free to send in your lunch spot shot to:

[gbccommunicationsandpublicaffairs@cemex.com](mailto:gbccommunicationsandpublicaffairs@cemex.com)



### October Fest!



A new month and a new lot of offers from CEMEX Lifestyle!

Offers include savings from B&Q, hotels.com, H.Samuel, Costa and Ask Italian.

Visit the benefits website: [www.cemexplifestyle.co.uk](http://www.cemexplifestyle.co.uk) or call on 01908 352133.

### Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
347-10-2018	Multi Skilled Operative	Asphalt	Fridaythorpe Coating Plant	15/10/2018
348-10-2018	Multi Skilled Operative	Asphalt	Wickwar Asphalt Plant	16/10/2018
349-10-2018	Distribution Co-Ordinator	Dry Silo Mortar	Rugby Office	12/10/2018





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.



## NEAR MISS / HAZARD ALERT REPORTING

*"I could have **saved a life** that day  
...but I **chose** to look the other way"*

### WHY IS IT IMPORTANT TO REPORT NEAR MISSES AND HAZARDS?

We all know Near Miss/Hazard Alert reporting is very important because it helps us to be aware of situations that could lead to someone getting badly hurt. Taking action and submitting a card can help ensure safety improvements are made and also help make sure similar hazardous situations are avoided right across the business. So we all need to ask ourselves, if near miss reporting is so important **why is it that the rate of reporting is currently falling away?** Have our standards really improved so much that there is nothing to report? Are there no unsafe behaviours or significant risks on our sites to draw attention to? Maybe! Or is it that sometimes we are choosing to 'look the other way' or not encouraging colleagues to submit a card when they've seen something.

You may recognise the quote at the top of this page, it's from a well know health and safety poem (see next page). We have experienced the truth in these words right here In CEMEX in the UK ..... **the following tragic fatal incidents in our business were all preceded by near misses:**



- A 28 year old employee was blown through a wall and fell to his death following a release of pressure from a processing plant .... months earlier a similar pressure build up had caused the plant access doors to buckle
- A contractor, also 28, died when he fell from a scaffold when it was struck by a fall of material; he was not clipped on. None of his colleagues had stepped in to suggest that he clipped on, despite only days earlier a similar fall of material damaging the scaffold.
- A 64 year old employee, with 15 years' service, was crushed by un-isolated automated machinery when he inadvertently activated a sensor. A couple of weeks previously, while cleaning up, a broom was snapped in half by the same equipment when it triggered the same sensor, sadly this wasn't reported.

Incidents like these can be prevented if we ensure near misses and hazards are reported, thoroughly investigated, and the corrective actions implemented across the operations. We all have a moral duty to **STEP IN** and report all hazards and near misses so that lessons can be learnt before anyone is injured.

### HOW TO REPORT A NEAR MISS OR HAZARD:

If you see a hazard or near miss, please take immediate action to deal with it, providing you are not putting yourself at risk. Report all hazards and near misses to managers and supervisors and ensure they are recorded, either via the card system or directly into our incident reporting tool, INTELEX.

### REMEMBER:

- If you see something unsafe
- If someone is behaving unsafely
- If you can't follow a safe system of work
- If you haven't had feedback from a Near Miss / Hazard report



**THINK** - The next life that gets saved could be yours .....



## I Chose to Look The Other Way

I could have saved a life that day,  
 But I chose to look the other way.  
 It wasn't that I didn't care,  
 I had the time, and I was there.  
 But I didn't want to seem a fool,  
 Or argue over a safety rule.  
 I knew he'd done the job before,  
 If I spoke up, he might get sore.  
 The chances didn't seem that bad,  
 I'd done the same, He knew I had.  
 So I shook my head and walked on by,  
 He knew the risks as well as I.  
 He took the chance, I closed an eye,  
 And with that act, I let him die.  
 I could have saved a life that day,  
 But I chose to look the other way.  
 Now every time I see his wife,  
 I'll know, I should have saved his life.  
 That guilt is something I must bear,  
 But it isn't something you need share.  
 If you see a risk that others take,  
 That puts their health or life at stake.  
 The question asked, or thing you say,  
 Could help them live another day.  
 If you see a risk and walk away,  
 Then hope you never have to say,  
 I could have saved a life that day,  
 But I chose, to look the other way.



**THINK** - The next life that gets saved could be yours .....

