



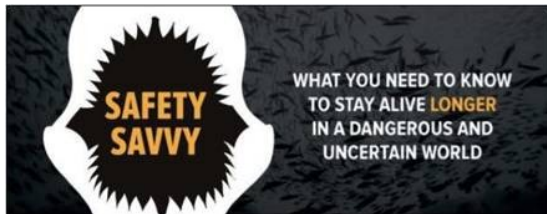
Welcome to UK News 17<sup>th</sup> October 2018  
your weekly update from around CEMEX UK

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## BEING THE BEST FOR FAMILIES

### 1,000 People Safety Savvy!



WOW....1,000 attendees on Safety Savvy in 12 weeks!!

Well done to the amazing team work and dedication of the Trainers - a massive thank you to: Callum McPhillips, Jason Aked, Lee Needham, Nigel Smith, Paul Cheeseman, Ronnie Simpson, Sam Shepherd, Sonny Netto, Steven Taylor and Stewart Macrae for all the time

and effort you have put in. Andy Taylor, Health & Safety Director UK, commented: "I'm so impressed and grateful for the commitment you have shown in reaching this milestone. This wouldn't have been possible without the team work you have displayed.

Thank you for your contribution to keeping everyone safe and well both in and outside of work, an outstanding effort which you should be really proud of!"

### A Zero Harm Week



Well done to everyone on a ZERO LTI week across our new CEMEX Western Europe Materials Region (which includes the UK, France and Spain) and across the whole of our European operations last week (including Central Materials Europe as well).

There were, however, two TRIs in the Central Material Europe region. The first one, a Readymix truck driver fell from the ladder of the truck to the ground when he was going down from the platform after cleaning the hopper. He slipped his hand when he was getting grip of the railing.

The other one was an incident in a Quarry while the employee was working at a water pipe above the truck loading area. The employee stumbled at his working place and fell to the ground, fortunately into a pile of sand. Both incidents are related to working at heights hazards. We need to improve safety measures to avoid or control the risk of working at heights, especially in our trucks. Where possible, we should eliminate the need to work on the top of trucks. If we need to access to the top of trucks the safest way is to use safe platforms. We are going to work across Europe to implement the best solution available.



## My Reason Why



In case you need another reason why it's important to stay safe at work, here's a lovely story Sonny Netto posted on Yammer to remind us:

"I recently attended a supermarket with my beautiful daughter, Amelia, and when we came out we were greeted with a fantastic spectacle of a perfect Rainbow. Amelia was absolutely mesmerised and it was such a beautiful moment I had to capture it on film.

With Safety Savvy and mindfulness in mind, this experience really did make me stop and appreciate the moment (which all too often can pass us by).

I just wanted to share this experience as this is my reason 'why' I do everything I can to ensure myself and the people I work with go home safe each and every day."

## BEING THE BEST FOR CUSTOMERS

### CEMEX Best In Show.....



Concrete ice-cream, sand sculptures, CEMEX Go, lipstick for bricks, fairground grabbers, a 2m high helium balloon and more – it's no surprise that the CEMEX stand

created by the Marketing Team, led by James Fairclough, won Best in Show last week at the NEC during UK Construction Week (for the second year running!).



The biggest UK construction event was very well attended, and our stand drew a lot of attention with circa. 1,800 portions of our Concrete coloured ice-cream handed out!

Well done to the team for another show stopper.



## CEMEX Go Track – A Game Changer



There are real signs that our sector leading CEMEX Go Track is really attracting customers to use CEMEX Go. Site-based customers are now reacting to Track cards from our IHC drivers - they're calling our Customer Care Team for access! Our IHCs are a key link in this chain - please support them to help us promote this.



Remember, it is so quick and easy to promote Repeat Orders through CEMEX Go - for example Laura met Michael from DPL Steel Buildings at the NEC recently and showed him how to use his Track App in its full capacity. He had an 18m3 pour the next day so he could Track the trucks on route to the site. He also felt the repeat order function would benefit him hugely.

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

### Area 14 Are Good To Go!



Matt Yaxley and the team in Area 14 went live with CEMEX Go! They completed their final commercial training session ready for Go-Live on Tuesday when on boarding started.



This is the final Area to go live after our kick off more than six months ago!

### Aggregates Assessing The Change Impacts



30 colleagues attended an Aggregates Change Impact Assessment workshop at Dunchurch last week.



They were analysing the major process and behavioural changes needed when they Go-Live in seven weeks time.

## BEING THE BEST FOR SHAREHOLDERS

### Tallest Tower In San Francisco Built With CEMEX's Concrete



CEMEX is participating in the construction of Salesforce Tower, the tallest building in San Francisco, USA. Designed to meet the city's growing demand for residential and office space, this 61-floor building is the latest addition to San Francisco's iconic skyline.

CEMEX participated in the Salesforce Tower project since day one, supplying materials for the foundation and construction of this





approximately 325-metre-tall building. For the nearly 84,000 cubic metres of Concrete needed for the project, CEMEX mobilised more than 130 Readymix Concrete trucks and performed the second-largest mat pour in San Francisco's history.

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

## Keel Laying Ceremony To Bring Good Luck To CEMEX Go Innovation



Keel laying is a seafaring tradition and is the formal recognition of the start of a ship's construction. For good luck, coins are welded into the keel during a special keel laying ceremony. Recently CEMEX colleagues - Chris Leese, Kurt Cowdrey, Mark Williamson, Ken Hunter and Andrew Fairclough travelled to the Daman Shipyards Mangalia in Romania to take part in the ceremony for our new £30m dredger.

The keel laying ceremony involved three coins, a UK £1, a Dutch GUILDER and a Romanian LEU being welded into the keel of the new dredger. Mark Williams, Fleet Engineering Manager, CEMEX Marine had the honour of performing the welding and had to rapidly remember his long unused welding skills, under the watchful eye of one of the yards many female welders! No pressure then! Mark commented: "As the Fleet Engineering Manager, to head up a new build is the ultimate project for someone in my position. It is pleasing that CEMEX Marine has the inhouse skills and has been entrusted to deliver such a vessel for the future, in an industry where no new vessels have been built for over two decades. It was also a personal honour to be entrusted with welding the coins at the keel laying ceremony."

CEMEX Go Innovation will have a radical and innovative design which will bring new standards of environmental performance and cost efficiency, not only to our marine fleet but will set a high standard for the rest of the industry. Daman Shipyards Mangalia, where the dredger is being built, is the biggest in Romania with three dry docks; the largest of which will be used to assemble a number of sections of our new dredger. Kurt Cowdery, Director CEMEX Marine Aggregates, said: "This is a fantastic investment for the future, allowing us to safely source the materials that we need and enabling us to develop and grow in the UK & Europe." CEMEX Go Innovation will on the seas in late 2019.



Photo info of the group shot from left to right: Andrew, Ken, Chris, Mark, and Kurt.



## CEMEX Ventures One Of The 'Most Relevant Investors In Construction' Ecosystem



CEMEX Ventures, CEMEX's open innovation and venture capital unit, was selected as one of the most relevant investors within the construction industry in the Venture Investors 50 List 2018 by BuiltWorlds, one of the main media networks committed to improve the future of the construction industry through technology and innovation.

Featuring 50 companies, the list is comprised of three categories based on the entrepreneurs' value proposition: Venture Funds, Strategics, and Accelerators. CEMEX's venture capital arm was selected for the Strategics category, which stands out for offering start-ups much more than economic investment. CEMEX Venture's value proposition also includes great support during the marketing phase, expansion into new markets, and access for entrepreneurs to an expert community in the fields of construction, technology, and business.

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

## BEING THE BEST FOR COMMUNITIES

### Lend A Paw Day.....



Well done to the team from IT Procurement and Fleet Support who spent their lend-a-hand day at Paw Prints charity on the outskirts of Rugby.

The charity look after abandoned dogs, and the team: Chris Shaw, Quality Standards and Procedures Manager; Dann King, National Support Systems Specialist; Jo Wright, IT Procurement Specialist & Fleet Support; Neil Adams, National Weighbridge Systems Supervisor and Liz Bowden, National Systems Supervisor, all spent the day painting a

training hut, digging out and laying an underground bypass water pipe, laying a patio area and weeding/cutting back the garden area! An impressive day's work from them all!!!

### CEMEX Meets EU Ambassador



Last week Martin Casey, CEMEX Director Public Affairs Europe, had an introductory meeting with the Mexican Ambassador for the EU Mauricio Escanero.

They are looking forward to working together to promote Mexican presence in Europe, especially in light of the ongoing strengthening of the Mexico/EU partnership.



## Middleton Quarry Take Road Safety To Local School



Last week a CEMEX team supported one of our biggest school events in the NE to date at Cotherstone Primary, Barnard Castle.

Ronnie Simpson, Logistics Operations Manager; Thomas Colley, Logistics Operations Manager; Elizabeth Young, Communications; Tony Lowes, Lead Driver and Driver Apprentice, Jack White, all took part.



Ronnie Simpson takes up the story: "This school supports the local villages near to our Middleton Quarry and we presented to over 50 pupils and staff about the key points on road safety. They also got the tipper truck exchanging places experience whereby the kids get to sit in the cab and learn about how key it is to be seen and be safe and to look out before you step out. This is always a popular part of the day!"

The vulnerable road user message on Pedestrian and Cyclist road safety is key amongst this age group and is part of our School Road Safety Educational Engagement and latest pedestrian safety programme. With the onset of the school winter holidays it's great to see this key message being shared with our local communities and a big thanks to the team who did a great job on the day."

Rebecca Jellis, Head Teacher (see pic with Ronnie Simpson) commented: "What a fantastic day and event for the children, they are all still on a high. The toy mixer has taken pride of place in our trophy cabinet!"



## Make Your Garden A Winter Wonderland



With winter around the corner now is the time to start thinking about how to make your garden a winter haven for wildlife. Birds, bees and hedgehogs need all the help they can get from us.

Winter can be a tough time for Britain's wildlife. As the nights draw in and temperatures drop, native animals like hedgehogs need to find a safe, cosy spot to hibernate until spring. Food sources can also be scarce for our butterflies, birds and bees.

Turning your garden into a sanctuary for woodland wildlife in autumn can make all the difference to our native species' survival. And that doesn't have to mean pricey garden centre buys or hours of work.





Something as simple as filling up your bird feeder, leaving your compost heap to nature or adding a few late-flowering plants will attract more animals and ensure your new guests are safe, fed and watered until the cold months have passed.

### RSPB's top winter tips:

1. **Don't be so tidy!** Leave an area of your garden unkempt for wildlife to live in.
2. **Build a hedgehog house.** Woodpiles are great for our spiky friends to live in and hunt for insects.
3. **Buy a bird box** and give birds somewhere to shelter in the winter.
4. **Keep your pond uncovered** as it will remain a crucial spot for birds to drink and find bugs and insects to eat.
5. **Top up your bird bath** so birds can stay clean and keep it ice free. Putting a table tennis ball in will help as the breeze will move it and keep the bath free from ice.
6. **Add a hedge!** These are great for privacy and wildlife. Evergreen hedges such as holly 'Handsworth New Silver' and Firethorn 'Teton' (Pyracantha) not only provide year-round colour but their berries provide winter food for garden birds.
7. **Make fences hedgehog friendly.** If hedging isn't an option for your garden, you can create a five inch hole in the bottom of your fence or gate so that hedgehogs and other wildlife can crawl in and out.
8. **Add late flowering plants.** Nectar and pollen tend to be in short supply during this time, but they are still essential foods for many insects - such as Michaelmas daisies, sedums, ivy and asters. Also, include some native trees and shrubs in your garden such as rowan, holly, guelder rose, wild rose, blackthorn or hawthorn.
9. **Add a butterfly box** so insects can sleep soundly over the colder months.
10. **Fill your birdfeeder** with high energy foods. Fat balls and cakes are great it's best to get the hanging feeders or enclosed ones so that the grey squirrels don't get it all!

## BEING THE BEST FOR EMPLOYEES

### Somercotes Living Life In The Fast Lane!



Staff at Somercotes Rail Solutions currently held a Team Building Race Day at a local go-karting centre.

Production Supervisor, Sonny Netto, comments: "We decided to do something different this year for our team building event and it was the employees who suggested go-karting. After a thorough safety briefing we got down to some serious racing!



It was great fun and really competitive, and obviously no contact!!!

Our Maintenance Fitter won the race and overall it was a great team building day. The team work hard all year round so these events are great for having some fun and letting our hair down!!"



## Alternative Use For Tupperware



John Macsween Smith and the team at Kilbarchan Asphalt site had an unusual request from the Royal Navy Bomb Disposal Unit who turned up with something unusual in a Tupperware box.

Last week the Bomb Disposal Unit arrived on site and asked if they could set up a controlled explosion of a World War II hand grenade that had been handed in that morning to the local police

station. The Plant is on a disused Quarry just outside of the town of Johnstone.



Site Manager, Tony Mcnamee, received the visitors and their unusual Tupperware box containing the grenade and quickly sought permission for the site to be used. The grenade was safely detonated.

## 15 Years For Mike Roe



Congratulations to Mike Roe for reaching 15 years service.

Many thanks from all of your colleagues for your hard work, loyalty and dedication every day.

## Happy 60th Paul Rice!



Happy Birthday to Paul Rice, Quarry Supervisor Willington Quarry. Paul celebrated his 60th birthday with a cake, however, no candles were permitted due to it being a significant fire risk!

His lovely colleagues sent this story in – not sure Paul looks that happy about being 60!!

## New CBRE Facilities Manager



We are pleased to welcome Wendy Meakin as our new CBRE Facilities Manager, based in Rugby. Joe Gubats is leaving the CEMEX account to join the CBRE AA account as part of his personal development.

Wendy has worked for CBRE for the last five years on the AA account and brings a wealth of experience in soft and hard services to CEMEX. Her background and personality will be a great fit for CEMEX and will allow our CBRE partnership to further develop throughout 2019.





The transfer will take place from Monday 8<sup>th</sup> October, however, for the next six weeks Wendy and Joe will be completing an extended handover to ensure a seamless transition across the accounts.

If you have any questions, please let Simon Barratt know and join him in making Wendy feel welcome to the team.

## One CEMEX - Stronger Together



Fernando Gonzalez launched the Stronger CEMEX initiative in July and CEMEX Europe is moving rapidly to realign into a single business to enable us to maximise safety, to act as one CEMEX and maximise our returns.

Jaime Elizondo, CEMEX Europe President presented the new structure to colleagues in The European Consultative Committee in Windsor, UK in September and then immediately embarked on a 10-day tour of the European businesses to explain the concept to other co-workers. The picture above is from his meeting in Rugby.

The main features of the new business are:

The role of Country and Country management is no longer part of the CEMEX Europe management model. Instead Jaime Elizondo will lead the European business directly and be closely supported by a senior team of direct reports who will be based in every Country in the region but be aligned functionally.

Jaime Elizondo remains as Europe Region President with a management team as shown below:



Jaime Elizondo used the above chart to illustrate how the business will now function. His headline messages were that safety remains our top priority and the business will be managed with a much more purposeful commercial focus. There are three businesses which will be managed directly by Jaime Elizondo through the management team and these comprise:

1. Cement - comprised of the three areas of Cement Commercial, Supply Chain now including Procurement and Cement operations.
2. Materials - comprising Aggregates and Readymix will be managed by Western and Central management teams who will bring focus to their respective areas of UK, France and Spain for West, and Germany Czech , Poland and Latvia and Croatia for Central.
3. Related Businesses - including Asphalt and Paving, Building Products and Admixtures will focus on the management of the existing businesses in these areas with a view to optimising growth opportunities in these areas in the region.



Jaime Elizondo will also be supported by several staff functions with region wide responsibility and these include Health and Safety, Planning, Communication and CSR, Sustainability, Public Affairs and Human Resources.

The meetings with our colleagues went well with people being excited by the opportunities that the new model will bring for CEMEX Europe. As a Region we will be closer to the customers and much more focused on value added. The new structure will help us to improve interaction through Europe and Globally. The President stressed that Europe has a clear vision of how it can deliver financial and organisational benefits, but it takes time to adapt to the new reality.

### **Why Is there a New Europe Structure?**

Jaime Elizondo emphasised during meetings that we have made good progress in most of our company's top priorities: Health & Safety, Customer Centricity and One Global CEMEX. In the future our processes need to be more dynamic and effective. Additionally, long term project planning is needed in CEMEX to strengthen our market position. To fully exploit market opportunities, we need to speed up processes and activities, to become closer to our customers and to act as ONE CEMEX.

As part of the initiative to accelerate our path to investment grade, the Board of Directors and Management Team decided to implement a new organisational model region of CEMEX Europe, in which business divisions responsible for the area will be operating instead of national structures. This change is to improve efficiency and effectiveness of our organization and speed up decision-making.

### **What Is the New Europe Structure?**

The region will be managed as one business unit, with one Executive Management Team. There will be no Country Presidents or Country Management Boards as before. It is a leaner business with reduced layers and wider spans of control, and some roles will change.

### **When will the New Europe Structure be in place?**

The new Europe structure was officially announced Tuesday September 11th, 2018 and became effective in October 2018. Definitions of roles and reporting lines are now being worked on by the management team above and there will be further announcements as soon as these are clear.

During the meetings many questions were asked by our managers – please see a summary of these below:

### **Is this change happening because CEMEX is in financial difficulty?**

No, we are not in financial problems, but originally expected results have not been achieved because of significant headwinds in some of our business units, as well as important increases in energy and transportation costs. As our CEO commented, we want to resume our growth as soon as possible, and to accelerate our path to regain our investment grade. Our management team is committed to proactively manage the business to create long-term value. We remain confident in our long-term outlook for our portfolio and CEMEX's ability to grow organically.

### **Has our digital transformation resulted in increased expenses that need to be offset with cost reduction initiatives?**

No - they are a result of an extensive review by the company to optimise margins and position CEMEX for future growth. CEMEX Go has dramatically improved the way that CEMEX interacts with our customers and has been a driving factor in our ability to retain and grow our customer base which will further improve our capacity to generate resilient and sustainable earnings.



**Where will the Senior Management Team members be based?**

They will be based in a number of our Europe office locations including Madrid, Warsaw, Paris, Rugby and Berlin.

**How long will it take for the new Europe Structure to be in place?**

As the changes are implemented through the levels of the business, larger numbers of roles are affected so it will take some months to complete the new structure.

**Internal Vacancies**

IVC Ref	Position	Company	Location	Closing date
359-10-2018	Wharf Manager	Aggregates South East	Leamouth & Poole	24/10/2018
360-10-2018	Process Operator Maintainer	Cement	South Ferriby Cement Plant	26/10/2018
361-10-2018	Trainee Manager	Aggregates	North West Area	26/10/2018
362-10-2018	LGV Class 2 Driver	Logistics	Datchet	26/10/2018

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.

