



Welcome to UK News 27 February 2019
your weekly update from around CEMEX UK

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BEING THE BEST FOR FAMILIES

Slips, Trips And Falls On The Increase



We have seen an increase in the number of people suffering serious injuries as a result of slips, trips and falls, which is contributing to the overall adverse incident trend across CEMEX Europe. To help tackle this trend, ahead of a wider campaign, there are some awareness raising materials being circulated via email.



Managers and Supervisors are asked to share the materials with their teams. When doing so, it is suggested that they are discussed in the workplace, where potential slip, trip and fall hazards can be reviewed, along with the appropriate control measures to minimise the risk of further injuries.

Slips, trips and falls can result from workplace conditions and/or unsafe behaviours.

We all have a part to play in reducing the risk by ensuring we have good housekeeping standards, suitable lighting, dedicated walkways, etc. on our sites, and through our own personal behaviours; ensuring we always Get a Grip on steps, stairways and when using ladders, by wearing suitable footwear, walking and not rushing, thinking about the area around us (MYSPACE) and simply looking where we are putting our feet.

Please look after yourselves and each other. See the downloads section of the UK News website for the safety alerts and hand-outs.

CEMEX Works In Conjunction With Key Suppliers In The North On Safety Savvy



Recently at Preston Brook, Stockton and Uddingston offices, Ronnie Simpson worked in conjunction with Les Grabarz, Mike Roe, Tom Colley, and our primary Aggregates, Asphalt, Cement and Building Products hauliers, on training the owners and key personnel on how to be Safety Savvy.

This is the next step of collaborative working involving our contractors and sharing with them our vision on changing Health and Safety mindset at an individual level. All participants thanked CEMEX for their support and professionalism in moving hearts, and most importantly, safety culture within the workplace.

It is key that we target the frontline teams on safety engagement, primarily on themselves as business leaders (the main theme of Savvy) but with the added value of the positive impact that it will have on others around them and their teams, including our CEMEX sites and personnel.

There are now another 40 leaders in our industry workplace that will positively influence our target of Zero Injuries in looking after themselves and each other!

Don't Chance It In Trinidad



It's not just the Dominican Republic who are joining in with our pedestrian safety campaign – our old UK colleague, Nigel Tozer, sent us this image of one of his trucks in Trinidad.

There's another one in the paint shop too.....

BEING THE BEST FOR CUSTOMERS

CEMEX UK Supplying Luton DART



Laurence Dagley, Managing Director, Materials Southern, had a really good meeting last week with the project team working on the Luton Dart project. We are supplying over 40,000 m3 of concrete into this exciting project.

The £225m Luton DART (Direct Air-Rail Transit) will speed travellers from Luton Airport Parkway Station to the terminal of London Luton Airport in well under

four minutes. The project will provide a step change in how passengers get to and from the airport and is being funded and delivered by Luton Council's airport company.

Scheduled to open in 2021 passengers will be able to travel between St Pancras and London Luton Airport in just 30 minutes.



Well Done Team London....



The London team pulled together last week to serve a customer who we have struggled to work with previously. They managed to give a superior customer experience and even got a thank you email!



Jeff Fielding tells the story: "A customer we have struggled to work with in the South for the last couple of years came on late last week (3.30pm) to see if we could help them by supplying 80+ m3 the following day. From receiving the enquiry, sending back a quote and arranging mix designs, we had replied to them within the hour. Operationally we pulled out all the stops and in conjunction with our Shipping Office we completed the pour without a hitch to a site that had several transport restrictions, all monitored via the "Track" App.

It was great to receive an email at the end of the day from site thanking us for our superior service.

Thanks must go to: Sharon Baker (Commercial), Nigel Bateman (Ops) and Liam Keating (Shipping).

For us to receive any kind of feedback is great praise and I am sure will help develop the relationship going forward. Well done London. Opportunities like this do not often present themselves but when they do, and we work together, it elevates us above our competitors whether they be a major or larger independent."

BEING THE BEST FOR SHAREHOLDERS

Plan, Do, Check For Team Wenvoe



Congratulations to the Wenvoe Quarry Team, who are rolling out the new Plan-Do-Check-Act board.

Everyone is keen to get involved, take ownership of the board, implement improvements and make a positive impact on the site.

More Plan, Do, Check!



Mark Beagrie, Continuous Improvement Leader, had a very positive meeting with the North West Quarry/Wharf Managers to discuss Strategy Deployment and linking in their Plan, Do, Check, Act Boards.

They are now all set to get going and join Wenvoe team in Operational Excellence!



Portfolio Rebalance Announcement



Dear Colleagues,

Today we are announcing an important transaction under our 'Stronger CEMEX' plan that is in line with our ongoing effort to rebalance our portfolio; reduce our debt; and, strengthen our path to regain investment grade.

Within this context, I would like to share with you that we have signed an agreement with the German building materials group SCHWENK for the sale of all our assets in the Baltics and Nordics for approximately €340 million. This represents a multiple of approximately 13 times EV/EBITDA.

In Latvia, the transaction includes one cement plant, four aggregates quarries, two cement quarries, six ready-mix plants, one marine terminal and one land distribution terminal. It also includes our approximate 38% interest in one cement production plant in Lithuania. In addition, the exports business to Estonia is also included.

The Nordic assets being divested consist of three import terminals in Finland; four import terminals in Norway, and four import terminals in Sweden.

We currently expect to close the transactions during the first quarter of 2019, which is still conditional to the all the necessary approvals by the corresponding competition authorities.

This is an important step in our efforts to optimize our portfolio and improve our returns on capital. As a company, we continue to move in the right direction, reinforcing our path to becoming a Stronger CEMEX and continue adding value to all our stakeholders.

I am aware that these series of transactions can create uncertainty in some of our colleagues, especially in the countries involved, but I count on your ongoing support to make the transition phase as smooth as possible.

As always, thank you for your support and continuous engagement.

Fernando Gonzalez

GDPR - Please Do Not Become Complacent



The General Data Protection Regulation (or GDPR) has been in force since May 2018 and we must continue to remind ourselves of our responsibilities under both GDPR and the Data Protection Act 2018 (the related UK legislation).

The consequences of mismanaging personal data are very severe with companies liable to fines of up to 20 million Euros or 4% of global annual turnover (whichever is the greater). Several fines have already been levied but the largest to date was in January 2019 when Google was fined a massive 50 million Euros by the French National Data Protection Commission for two breaches under GDPR. There will of course also be a great deal of negative publicity associated with a breach of the rules.



Accordingly, we mustn't become complacent and if you receive any enquiries in relation to how CEMEX manages and protects personal data then please contact Vishal Puri (vishal.puri@cemex.com), Rebecca Wright (rebeccajuliet.wright@cemex.com) or Emma Ashenden (emma.ashenden@cemex.com) in the UK Legal Department or send an email to our dedicated address **dataprotectionuk@cemex.com**.

Vishal Puri is the CEMEX UK Data Protection Officer.

Some key things to remember:

1. The data protection legislation only covers "personal data" i.e. that relating to identifiable living individuals (or data subjects) and doesn't include data relating to, for example, limited companies. Personal data includes written information and images relating to data subjects.
2. Ensure that if you receive a request from an individual (whether this is an employee, contractor or member of the public) enquiring about personal data about that person held by CEMEX, that this is immediately sent to dataprotectionuk@cemex.com. There are strict timescales under the legislation for complying with such requests.
3. If we are contacted by customers or suppliers about CEMEX's GDPR compliance programme and information on measures in place to protect personal data provided by them, then please forward these to dataprotectionuk@cemex.com.
4. Some customers and suppliers may insist that we enter into special agreements concerning our management of their personal data and please ensure that these are sent to the Legal Department for review. We have our own preferred agreements which should be used in such cases.
5. Contact the legal department when negotiating contracts which involve the processing of personal data.
6. Tell us of about any new technology in the pipeline that is being developed in the UK that involves the processing of personal data as we will need to carry out a data privacy impact assessment ahead of implementation. We carried out data privacy impacts on CEMEX Go and icollect ahead of these being rolled out. A data privacy impact assessment is also required when installing new or altering existing CCTV systems so please also contact us before doing this.
7. Do not store personal data on the hard drive of your CEMEX computer and instead ensure this is kept securely on the CEMEX network.
8. In the event that your CEMEX mobile phone or laptop is stolen then please report this to Simon Whitfield (Process and IT Manager) and Colin Jones (Security Manager) and advise dataprotectionuk@cemex.com so that we can make an analysis in relation to the loss of any personal data contained on the device.
9. Ensure that any personal data retained on CEMEX systems is accurate, relevant and not excessive. All information must be held in accordance with the CEMEX Information Retention Policy.



BEING THE BEST FOR COMMUNITIES

Laugh It Up!



The organisers of this years' Rugby Festival of Culture at the Benn Hall are offering money off tickets to 'Laugh It Up' for CEMEX employees. It will be the biggest night of live stand-up comedy Rugby has ever seen! It features an amazing line up of some of the finest names on the circuit.

Between 1st March and 1st April they are offering all CEMEX employees a £2 discount on all tickets by entering CEMEX2019 in the discount code section of the transaction (full admission price is £18.50) simply click the following links – each employee can only use the code once:

<https://www.ticketsource.co.uk/date/586747> or via www.enterlude.co.uk

Laugh It Up will be at the Benn Hall on Thursday 11th July, doors open at 7.00pm for an 8.15pm start. Over 16s only.

Comedians who will be performing are:

Alun Cochrane - A master at observational comedy, an expert storyteller and uniquely able to gather material from anywhere he wanders in mind or body.

Frank Skinner's pod cast co-host and star of Russell Howard's Good News, Michael McIntyre's Comedy Roadshow, Have I Got News For You, 8 Out Of Ten Cats and much more.

El Baldiniho - Is a daft magic and crazy prop act, a regular at Manford's, Frog & Bucket, The Comedy Club, Camp Festival, Wychwood Festival and appearances on John Bishops Britain BBC, Mad Bad Ad Show C4, Sorry I've Got No Head CBBC and loads of TV ads.

Zoe Lyons - Zoe took her first steps down the comedy path in 2003 after training as an actress at the Poor School in London. She went on to win the Funny Women Competition in 2004 and her debut Edinburgh show was nominated for the if.comedy newcomer award. In 2008 she won the Dave, Funniest Joke of The Fringe Award. The rest is history performing tour after tour and pretty much every comedy panel show on TV & Radio including Mock The Week, Michael McIntyre's Comedy Roadshow and Live At The Apollo, Just A Minute & The Now Show on Radio 4.

MC - Laura Lexx is an award-winning comedian and writer.

Laura's credits include Live At The Apollo (BBC Two), BBC At The Edinburgh Festivals (BBC Two), The Comedy Club (BBC Radio 4 Extra) and The Jason Manford Show (Absolute Radio).

Following a critically-acclaimed run of her show Trying, Laura won Best Performer in the Comedian's Choice Awards and was in the top 10 of Dave's Funniest Joke of the Fringe at the 2018 Edinburgh Fringe.

Laura won Best MC in the 2017 Comic's Comic Awards and was nominated as Best Compere in the 2016, 2017 & 2018 Chortle Comedy Awards. She also reached the finals of the Amused Moose Comedy Award in 2016 & 2018. Laura has gigged at comedy clubs and festivals all over the UK and in Europe as well as providing tour support for Jason Manford, Tim Vine and Russell Kane.



Andy The Pliosaur



Andy the Pliosaur lived over 155 million years ago and died on land operated by CEMEX in North Lincolnshire, buried deep among the clay. About 18 months ago the first of Andy's bones were discovered by a member of the Stamford and District



Geological Society, Darren Withers. With the help of the Site Manager, Andy Schofield, 29 vertebrae, a tooth, 14 ribs, humerus (bone of the upper forelimb) and some of the small bones from the tip of the upper jaw, premaxilla were found by Darren and a team of amateur geologists led by one of the country's leading Pliosaur experts Richard Forrest. "Although the specimen is not complete it tells a fascinating story of how the carcass was broken down by scavenging and decay in the ancient Kimmeridge Clay seas. Because top predators are much less common than their prey, this is indeed a rare find. We have hundreds of specimens of other marine reptiles but only a handful of Pliosaurus," comments Richard. "And of course, it had to be named after Andy who along with CEMEX were instrumental in helping us find this amazing specimen."



Pliosaurus were marine reptiles, not dinosaurs. They were the top predators of the seas and the specimen found would have been a creature of over 8 metres long and 4 metres wide. According to today's experts, Pliosaurus dominated the seas for around 75 million years, had an enormously powerful bite, complex system of sensory organs in their snouts, great eyesight and the ability to taste water as they swam to locate prey. No wonder they were top of the food chain!



Andy the Pliosaur is going on temporary exhibition at the North Lincolnshire Museum in Scunthorpe.

Trainspotting

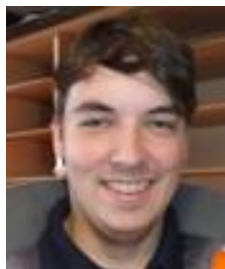


For those of you keen on trains – here spotted by a keen tweeter is the 'lesser striped' CEMEX loco... seen skulking in the bushes, the ever-shy train cautiously pulls out along the track at Ipswich....



BEING THE BEST FOR EMPLOYEES

South Ferriby Apprentice Well On The Way



Congratulations to South Ferriby Driving Apprentice, Shane Spencer, on passing his Class 1 practical test.

A great achievement and reward for all Shane's hard work and effort over the past nine months.

Say Thank You To Someone And Get Them A £100 Voucher!



Thanks For Your Effort is the monthly 'thank you' for being amazing at work competition which is open to all. Anyone can nominate a colleague or team for the great work they have done. They are then entered into the prize draw to receive a £100 voucher.

Nominating someone is easy - just contact Rob Greenfield and fill in a very short form explaining why you think they deserve a thank you.

Email Rob on: rob.greenfield@cemex.com or call 07887 836312

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
069-02-2019	Regional Category Negotiator – Freight, Diesel, Bitumen	Procurement	Rugby Office	07/03/2019
070-02-2019	Transport Planner ***Temporary 6 months contract***	Materials UK North	Sheffield Office	31/03/2019
071-02-2019	Readymix Sales Executive	Materials UK South – East Anglia	East Anglia	11/03/2019
072-02-2019	Technical Sales Support Manager	Materials West Europe	Rugby Office	08/03/2019
073-02-2019	Plant Manager	Materials UK South East	Portsmouth	04/03/2019
074-02-2019	Multi Skilled Operative	Materials UK North - Scotland	Bonnington Mains Quarry	04/03/2019
075-02-2019	Land Manager	National Reserves	Egham Office	07/03/2019



076-02-2019	Commercial Administration – Accounts Receivable Team Member	BSO	Stockton Office	06/03/2019
077-02-2019	Sales Executive	Materials UK South East	South East Area	12/03/2019
078-02-2019	LGV (HGV) Class 2 Driver	Supply Chain South	Wickwar Quarry	12/03/2019

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.



TREAD CAREFULLY!



Slips, trips and Falls

Recently there have been some incidents within CEMEX EUROPE resulting from failure to enter / leave workplaces and vehicles safely. Whilst each of these incidents had different factors involved, they all had a common theme an injury caused by a slip, trip or fall. These events highlight the need for employees to ensure they always adopt 3 points of contact, take care when stepping down and also ensure that housekeeping maintains a clean & tidy work area to avoid trip hazards.

West Europe Materials-UK:

An employee was scraping the snow and ice from his car windows. As he opened his door, he slipped and fell backwards and put his hand down to arrest his fall. The employee suffered a cracked wrist and will be on restricted light duties.



Cement-LAT: A Contractor tripped and fell in a construction site of clinker storage. The contractor was running to take next piece. The working area was uneven, with a lot of steel bars and he edge of concrete basement where he stepped and fell.



Central Europe Materials-GER:

During cleaning work with a jackhammer in a compulsory mixer the employee slipped. He trapped his finger. The employee suffered a fracture.



West Europe Materials-UK:

The driver was getting out of his cab to do a truck check. He had his PPE on except his safety helmet. He had one foot on the step and the other on the ground. His foot on the ground was on some mud and he slipped and hit his head on the railings at the back of him.



Central Europe Materials-GER: When working at his truck mixer, the driver slipped due to the smooth surface. He fell with the left side of the upper body on the rear bumper of the truck mixer.



TREAD CAREFULLY!



How to address slips, trips and falls prevention?

Unsafe Conditions



Unsafe Behaviors



Identify Hazards and Controls for Unsafe conditions and behaviors

Hazards

Question 1 – What are the hazards / factors which contribute to incidents associated with Slips, trips and falls?

- No handrail or not using the handrail(s)
- Shoes dirty / greasy / worn tread
- Poor lighting
- Poor housekeeping - articles left / stored on stairways
- Footwear not offering sufficient ankle protection
- Stepping down onto uneven or soft ground
- Stepping onto objects
- Worn / slippery steps
- Haste / shortcut – running / missing a step
- Simply not looking where you put your feet
- Not using correct means of access
- Carrying tools / equipment / mobile phones or coffee mugs whilst going up and down stairs
- Complacency, Rushing, frustration, fatigue.

Controls

Question 2 – What are the controls for these

- Fully implement 5S to minimize the risk of slips, trips and falls
- Complete a hazard alert report for stairs which are missing a handrail
- Ensure the wearing of lace-up safety boots on operational sites - rigger boots and other pull on boots do not offer sufficient ankle protection
- Ensure that boots are clean, free from dirt & grease and in a good condition?
- Use the principles of 'MYSPACE' when stepping down – what can hurt me? Check for uneven ground or stepping onto objects and equipment. What is the housekeeping like on your site?
- Only use equipment / steps which are fit for purpose – do not stand on a chair to reach on top of the cupboard, do not stand on the wheel arch of a vehicle
- Do not rush, run or miss steps - they have been designed for your safety
- Challenge anyone not holding a handrail
- Avoid carrying anything whilst going up / down steps
- Look out for and challenge unsafe behaviors.
- Stop, think and Act.

