



Welcome to UK News 15th May 2019
your weekly update from around CEMEX UK

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BEING THE BEST FOR FAMILIES

Employee Helpline 0808 168 2143 Free Confidential Counselling



During the last 18 months CEMEX has run a number of workshops to improve Mental Health Awareness amongst Line Managers.

Managers who attended suggested it would be helpful to remind everyone about our Employee Assistance Programme - Lifestyle Support.

- This is a confidential service that we offer to all employees. It is run by a separate provider and not part of CEMEX; we don't receive any employee specific information from them.
- Lifestyle Support is easy to access, available 24/7 and can provide help and support with a wide range of issues or concerns such as family matters, debt, relationships, bereavement, depression and anxiety.

The information sheet in the download section on the website provides more information as well as details about how to access this service. Please help by displaying/replacing the information sheet on your notice boards and drawing your team's attention to it.

Thank you.

Lest We Forget



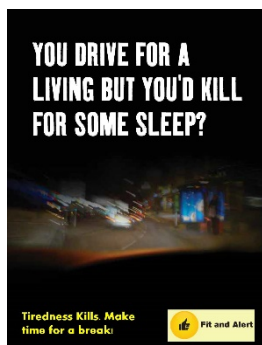
Monday saw the second anniversary of the death of our colleague, Jimmy Brownlee. Parts of the UK and European business paused to remember him at 9.30am. Our thoughts go to his family and close colleagues at this difficult anniversary.

Reminders of the vital importance of isolation and LOTOTO procedures have been distributed as they can certainly prevent fatal accidents from happening in the future. Please remember to step in if you see unsafe behaviour.



The lock out, tag out, try out (LOTOTO) ppt for discussion with teams is at the end of this UK News or in the download section on the website if you haven't already seen it. Please use this to talk to your teams about the importance of energy isolation.

Fit And Alert, Don't Drive Tired.....



This is the second week of our Driving Essentials Campaign 'Fit and Alert' and this week we are looking at Driver Fatigue and the danger of driving tired.

Fatigue is a major contributory factor in crashes, with too little sleep radically affecting driver attention, awareness, reaction time and ability to control the vehicle. Studies have found that up to one in six crashes resulting in death or injury on major roads are fatigue-related; unlike alcohol and drugs, police can't test for tiredness.

Peak times for fatigue-related crashes are within the hours of 2.00am-6.00am and 2.00pm-4.00pm when drivers are naturally more tired.

About 40% of fatigue-related crashes involve commercial vehicle drivers.

Please discuss and share these materials with your teams and remember that driving is something most of us undertake – not just our truck drivers. The poster is at the end of this UK News or in the download section on the website.

Look After Your Hands



Whilst there were no Lost Time or Reportable Injuries for Europe West Materials last week, over the weekend a contractor driver in Spain suffered an injury to his hand which required three stitches.

At this stage it appears that, while washing down his truck after delivering a load of concrete, the driver trapped his finger between the chute and wash container. An investigation is underway to establish the causes of the incident and how we may avoid future injuries while carrying out this activity.

Please be reminded to step in and look after your hands at all times. Look after your hands downloads can be found at the end of this document or in the download section on the website.

LTI Free Week....



Congratulations to all Cement and Logistics operations for an LTI free week last week - not just in the UK but across all our seven European countries.

Zero harm is possible....



Cement Closes Record Number Of NMHA Cards!



Congratulations to all the Cement Operations team in Europe for the good progress done last month closing NMHA cards opened since 2017 and before, solving more than 60% of pending cards. We will continue with this effort to close all of them.

We have to remember that it is very important to give response to all NMHA cards to promote using this system with all people.

BEING THE BEST FOR CUSTOMERS

The Power Of Go.....



Thomas Hunter, Sales Exec UK Materials, was out and about in Perth accompanied by Laura Hoggan last week. They were visiting a couple of housing sites, getting them to use the Track function on CEMEX Go. Thomas takes up the story:

"I came across a site on the banks of the Tay which had not long started. After showing the customer how easy it was to place his orders on the portal he said he would place his next order on CEMEX Go. True to his word SJ Construction placed their next order, to be delivered next week through the portal." Thanks to Laura – great teamwork.

Go Goes Mobile



We now have the mobile ordering solution that we can offer to every customer who orders from our site.

CEMEX Go can easily be accessed via a mobile phone – simply open a browser window, visit www.cemex.com/go, open Go and then log in with your username and password.

We all need to be encouraging customers to use Go, on the go, via their phones! Simple...

Stepney Plant Goes Paperless



From 13th May we are running a paperless trial at Stepney plant with four of our London customers. This will go some way to our goal of making Readymix completely paperless – although we know there are some issues with ticket information that need to be addressed.



It's Good To Skype



In our Northern Planning Department all six offices under Paul Cook's remit (including Mortar) have been using a Skype group to contact each other if a new order that has come through for another area has slipped outside the SAL for processing.

This works well to ensure they are processing all orders coming into the Northern region in good time and keeps the six offices talking to each other.

BEING THE BEST FOR SHAREHOLDERS

CEMEX-Tec Award Receives 600 Proposals From More Than 30 Countries



CEMEX announced that it would continue to accept high-impact project proposals in sustainable development from entrepreneurs and social innovators from all over the world until 31st May 2019, after receiving more than 600 proposals to date.

Since the award's inception, the CEMEX-Tec de Monterrey Centre for Sustainable Development has received 2,700 registered proposals from 44 countries in America, Europe, Africa, and Asia, from which 99 projects won awards benefiting 73 communities through social enterprises.

In the 2019 edition, the award has already received more than 600 applications from 30 countries. The winning projects will gain access to funding, specialised workshops, and networking spaces. Please read the complete press release: <https://cmx.to/2LukIOP>

Northfleet Wharf



Good to see Northfleet's Dry Wharf conveyor coming on nicely with the system being installed over the river.

It's still on target to be producing towards the end of June.

CEMEX Signs Final Agreement To Divest Aggregates And Readymix Assets In Germany



CEMEX announced recently that it has signed the final agreement to sell its Aggregates and Readymix assets in the North and North-West regions of Germany to GP Günter Papenburg AG for approximately €87 million. CEMEX currently expects to close this divestment during the second quarter of 2019.



The assets in Germany being divested consist of 4 Aggregates quarries and 4 Readymix facilities in North Germany, and 9 Aggregates quarries and 14 Readymix facilities in North-West Germany.

The proceeds expected to be obtained from this divestment will be used mainly for debt reduction and for general corporate purposes.

Please read the complete press release: <https://cmx.to/2W3R9Ct>

BEING THE BEST FOR COMMUNITIES

Mike Is All Of A Flutter....



Huge congratulations to Mike Slater, Chair & Conservation Officer British Butterfly Conservation Warwickshire Branch, for receiving a special recognition award at last weeks Pride of Rugby Award for the incredible work he does with butterflies, specifically at Southam, Nelsons Wharf and Rugby.

Very well deserved Mike.

Impact Hub Sustainable Development



Last week our CSR Manager, Harriet Turner (second left in photo), was part of a panel of presenters talking about sustainable development at the Impact Hub in Kings Cross London.

Supported by CEMEX Tec Awards 2019, the event was to celebrate social entrepreneurs working towards systematic change for sustainability and social change. Let's hope some of the entrepreneurs enter the CEMEX Tec Awards to help progress their businesses and ideas.

BEING THE BEST FOR EMPLOYEES

Do You Want To Thank Anyone?



Do you know a team or individual who should be rewarded for demonstrating the CEMEX values?



If so, then they could win up to £100 in store vouchers, if you nominate them via the Thanks For Your Efforts scheme.

It's easy to do, just follow this link:

<https://cemex.sharepoint.com/sites/UKPlanningDevelopment/SitePages/Thanks-for-your-Efforts.aspx>

Fill out the form and send it back to gb-cememxlearning@cemex.com for them to be considered via a panel.

Nominations are decided on monthly basis, good luck!

Behaving Ethically



Northern Materials team held a great Code of Ethics Awareness session this week. They are committed to working to the highest standards of behaviour and inspiring others to do the same.

Dave Hart and the Supply Chain team are also signed up to act with integrity (pictured right).



Look out for an Ethics team meeting near you soon.

National Technical Team Get Busy....



It's been a busy day at The National Technical Centre (UK) with members of the Commercial teams in for practical training on Concrete, Mortars and Screed. Thanks Andy Nevitt and John Shrimpton for providing this.

We also hosted a Technical Education Day on Asphalt and Asphalt testing for the Admixtures team and CRG involving theory and practical sessions.

Farewell Colin



Colin McAlpin recently retired from South Ferriby as a Maintenance Fitter.

Colin is pictured here (left) at his retirement party with colleague, Nigel Appleyard.

Colin worked at Ferriby for the past 12 years and is well known for his love of the stock market and liked nothing more in telling his colleagues all about his shares – good or bad!

We all wish Colin well in his retirement and hope he gave some good investment tips before he left!



Information Safety



This is to let you know about a new initiative to ensure the security of our information in line with our policies.

During **May 2019**, we will introduce **Multi-Factor Authentication (MFA)**, which will improve safe access to CEMEX data and institutional applications. It requires a second form of authentication when

accessing your CEMEX account via your mobile devices or personal PC.

In the next few days you will receive an email from CEMEX Collaboration Services and/or CEMEX Security Culture with further instructions to configure the parameters in your Office 365 portal account, as well as instructions to download and setup the MFA process. There are three different options you will be provided as your primary way to confirm your access: Mobile application, SMS Text Msg or phone landline.

It is mandatory to comply and follow this policy to guarantee access to your Outlook email account and Office 365 applications.

If you have any questions or experience any problems during the installation process, please contact the local GSC/Helpdesk.

Thank you in advance for continuing to help protect the security of our systems.

Get Healthy And Cycle To Work



CEMEX has been supporting the Cycle to Work Scheme for a number of years and the 2019 'window' will open on 13 May until 12 June.

Cycling to Work can have many positive benefits as long as you put **SAFETY** first so we would advise anybody considering the Cycle to Work Scheme to ensure that they are a competent cyclist before setting out on busy roads and that they have the proper safety equipment as advised by the Bike Store.

This is a Government Scheme that allows employees to save 32% tax and NI (for a basic taxpayer) on a new bike and accessories up to the value of £1,000.

If you are interested the first thing you need to do is select the bike you are interested in and how much you want to spend on your bike and safety equipment.

Then you need to register on the CEMEX lifestyle portal www.cemexlifestyle.co.uk and follow the process to create a Hire Agreement that you will need to send to Compensation and Benefits at CEMEX House, Evreux Way, Rugby, Warwickshire, CV21 2DT.

Once the approval process is completed you will be sent your Letter of Collection which you take to your Bike Shop to exchange for your chosen bike and safety equipment. You will then start paying for your bike and safety equipment over a 12 month period from the first pay day after the process is finalised which could be July or August 2019.



CEMEX owns the bike and you are hiring the bike from CEMEX. At the end of the 12 month period you are then given a number of options which includes buying the bike at market value or continue to using the bike at no cost until the market value reaches zero and then the ownership of the bike transfers to you.

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
148-05-2019	Plant Operative/Fitter	Asphalt	Salford Depot	23/05/2019
149-05-2019	Works Manager	Building Products – Concrete Products	Wickwar Blockworks	24/05/2019
150-05-2019	Quarry Operative	Materials UK South East	Bramshill Quarry	28/05/2019

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.



NEVER FORGET...STAY SAFE

Monday 13th May is the second anniversary of the death of our colleague Jimmy Brownlie. Jimmy was 64 years old and had worked for us for over 20 years. He had come to work on the Saturday morning, but never returned home to his wife, children and grandchildren.

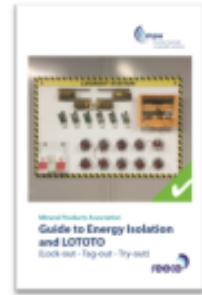
Jimmy was carrying out general maintenance with two workmates at West Calder Block Works. Tragically, he died when he was crushed by a block centering machine, which wasn't locked out and was activated automatically by a sensor.

It is essential we don't forget the lessons we learnt from this tragic incident...



To mark Jimmy's death, we are distributing copies of the new MPA Guide to Energy Isolation and LOTOTO (Lock-out – Tag-out – Try-out)

Please review this booklet with colleagues and have a safety conversation, as a team or one to one, to ensure your isolation procedures are robust. Some typical questions you could ask yourselves, include:



Demonstrate the isolation process:

- Are procedures clear, accessible, understood? Do they include an authorisation process?
- Is there an isolation station with suitable equipment and individual padlocks with unique keys?
- Are switches, valves, equipment, etc. clearly labelled?
- Is it possible to isolate all forms of stored energy?
- Are isolation tags displayed at each isolation point?
- Are spare and master keys prohibited?
- Do we isolate as much of the equipment as possible, including upstream and downstream in the process?
- Is the "on" / "off" operation of the switches clear? Have we ensured switches cannot be locked in the "on" position?
- How do we "test start" the equipment to ensure isolation is effective before commencing work?
- Where practicable is there a "Manager in Charge" lock?
- Is there a formal check to ensure equipment is in a safe condition before the isolation is removed?





HELP AND ADVICE AVAILABLE 24/7

Lifestyle support is your Employee Assistance Programme which can help you with any personal, work or family issue you face. Talk to highly qualified counsellors about anything that's on your mind, including:

- Consumer rights
- Family matters
- Employee support
- Elder care
- Health issues
- Loss/bereavement
- Well-being
- Debt management
- Childcare
- Depression & Anxiety
- Relationships

FREE CONFIDENTIAL COUNSELLING

Support available anytime, day or night

Call 0808 168 2143

www.lifestyle-support.co.uk

Username: cemex
Password: cemex

Outside the UK:
+44(0)1452 623 353
Minicom:
0800 174 319

YOU DRIVE FOR A LIVING BUT YOU'D KILL FOR SOME SLEEP?



**Tiredness Kills. Make
time for a break!**



Fit and Alert