



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

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BEING THE BEST FOR FAMILIES

A Special Thank You For Malino



Malino Wilson, the Readymix Driver whose kind-hearted actions as he stopped to help an elderly pedestrian cross the road were captured on camera and subsequently went viral, has been recognised by the global CEMEX management team.

As an appreciation of Malino's caring for others, and his positive attitude which demonstrates that Health and Safety is his number one value and priority, Global Health and Safety Director, Richard Claydon, presented Malino with a Health and Safety Ambassador Award on behalf of the Executive Committee.

Richard also hand delivered a letter from our CEO, Fernando Gonzalez, to thank Malino for his actions and for leading by example.

Malino's Health and Safety Ambassador Award is the first one of its kind, but CEMEX intends to make the same recognition for other people who also demonstrate 'going the extra mile' and living our CEMEX values, in the future.

Richard commented: "We are very proud of Malino, whose thoughtful and considerate attitude is a credit to both himself and to CEMEX. Our employees and contractors are the representatives of our values that people see on a daily basis, and the positive reaction to Malino's actions demonstrates the impact this can have on the way people view our commitment to Health and Safety, which of course is at the highest level."



The presentation was made at the Oldbury concrete plant office, with Malino's colleagues and members of the local management team in attendance, including Lex Russell, Managing Director UK for Materials North.

Lex added: "Health and Safety is visible in many forms in CEMEX, but Malino has demonstrated that it is at its most



effective when it comes from our heart. We'd encourage all employees to look out for those around them – not just the people they work with but those in the local area and at other businesses. Ensuring the safety of those we come in to contact with is our most important priority, all day, every day."

This week has seen a few of our Global Health and Safety Awards being proudly awarded to our fantastic teams. Well done to the Eastern Aggs team...

Mobile Phone Use



While not necessarily related to the UK Operations, there have been reports recently of people joining conference calls while driving, apparently unaware that such a distraction can be very unsafe for them and other road users, even when using a hands-free device. Some have also been unaware that we have a Global Standard for Mobile Phone Use While Driving; apparently the people involved have been asked to leave the call and to dial back in when safely parked or at a fixed location, so the event has helped to raise their awareness and thankfully, helped to avoid an incident.

This has, however, prompted the Global Health and Safety team to issue a timely reminder about our Global Standards for the use of mobile phones, including the overarching principle that, ***"all drivers must avoid phone use while driving unless it is absolutely necessary."***

Please look after yourself and other road users by ensuring you follow the Mobile Phone Policy attached to this document or in the download section in the UK News website. Remember our Driving Essentials – ***"Your family depends on you. So drive to arrive safely at all times!"***

Supporting The Institute Of Traffic Accident Investigators



CEMEX Logistics supported the Institute of Traffic Accident Investigators research at Bruntingthorpe Aerodrome, Leicestershire - providing an articulated tanker with the latest "Pedestrian Road Safety Campaign" livery and a high vision Econic low cab tipper truck - featuring our latest vulnerable road user safety equipment for test ride demonstrations.



The event was attended by over 500 delegates with police officers from various UK divisions, emergency services and accident investigators and experts from both the UK and abroad.

The aim of the Institute is to promote road safety for the benefit of the public by improving the technical and general knowledge and skills of persons involved in the field of investigating road traffic collisions, and seeks to improve the standards of safety of vehicles and roads of all kinds.

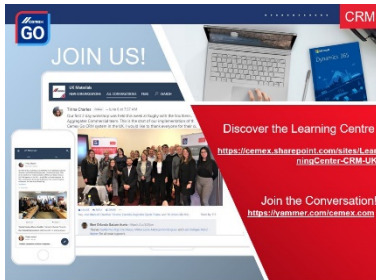
Our vehicles were there to provide experience and understanding of the direct and indirect vision in trucks and the safety devices, CCTV and safety systems we install to reduce the risk of incidents with cyclists and pedestrians.



The queue for the truck experience was constant all day and our Drivers: Darrell Collins, Phil Hartley, Nigel Cage and Joe Catarino - worked none-stop taking delegates around the test track, and Paul Clarke, Fleet Engineer, was on hand to organise.

BEING THE BEST FOR CUSTOMERS

CEMEX Go CRM Rollout Continues



The national rollout of CEMEX Go CRM continues apace, with training workshops for aggregates completed, and in progress for Readymix.

To ensure you feel comfortable with the system, a learning centre is now available and easily accessible online. With tutorials and step by step information, it is sure to be a beneficial tool for all.

To access the learning centre, please visit:

<https://cemex.sharepoint.com/sites/LearningCenter-CRM-UK>

CRM Gathers Momentum....



Last week the CRM team ran their second two day CEMEX Go CRM Workshop in Rugby with the Readymix Midlands and London Commercial teams as part of our national deployment.

The Leadership team thanked them for all their questions and dedication to learning the new Dynamics tool. Terri Charles commented: "It was good to see the level of interaction and I would like to particularly thank Jessie Ryan and Danielle

Beaumont, supported by the P&IT team, for the demonstrations and explanations of the tool throughout the two days. Your knowledge as power users is invaluable."

Rochester Approved For Rail



The CEMEX Floors team at Rochester are chuffed as they received formal confirmation from Network Rail that it is now an approved site for the manufacture and sales of railway sleepers, crossing bearers and check rail bearers.

The Rochester site has already supplied check rail bearers to a London Underground project at Earl's Court and has started the manufacture and supply of cable sleepers into the Network Rail infrastructure.

Congratulations to the Production team at Rochester and the Technical team: Nathan Kite and Aaron McArthur led by Paul Crowther, who have worked to a tight timeline to achieve this approved status.

By expanding the product range in Precast Concrete Products to include both floor beams and rail products at Rochester provides further opportunities to expand and develop the site further over the next few years.



BEING THE BEST FOR SHAREHOLDERS

Northfleet Almost There



Many thanks to Adam Johnson for giving the South Coast Materials Commercial team an engaging tour of the Northfleet conveyor upgrade recently.

Fingers crossed for the trials before the first ship arrives next week.

Exciting times!

CEMEX Go Innovation



Great progress in Romania on our new dredger. Kurt Cowdry took these great photos.



The launch is planned for 1st August.

BEING THE BEST FOR COMMUNITIES

London To Paris Bike Team Training Ramps Up...



Dropped chains, punctures, sports injuries and saddle soreness sums up the week but it's all part of the preparation, with just four weeks to go before the team set off from London to Paris training for the epic bike ride is well underway.

The weather has not been kind recently but the team have been taking every chance they can to get some miles under their belts. It's been a tough week of torrential rain and it's hard to believe at this time last year we were in the grips of a heatwave!

The team will be cycling from London to Paris between 13th and 16th July in aid of the Stroke Association charity. Please do take the opportunity to support by donating however small, it is gratefully received, and it will help the Stroke Association to continue its great work.



Please sponsor at: www.justgiving.com/cemexbikeride

Pictured from left to right are some of the L2P riders during a break in the rain: Rebecca Wright, Legal; Colin Jones, Security; Emma Wright, Legal; Rob Greenfield, HR Planning & Development; Naomi Read, Raw Materials.

Also riding but not pictured are: Andrew Bucknall, Procurement; Simon Whitfield, IT and James Fairclough, Marketing.

Today Is CLIMATE DAY!!!



Make sure to get your pledges in to really help make a difference.

Remember, you can hand write them on the tags which are located in the kitchens and by the board next to the lifts (for Rugby HO), or you can submit them online using the link below.

Remember, the most innovative and creative pledge will win a prize, so don't forget to put your name and floor (where applicable) on!

Pledge Wall Suggestion Box:

<http://freesuggestionbox.com/pub/xawcsmg>

And here are some pledges submitted so far....

"Only use reusable water bottles" – Rhys Morgan, Gilfach Quarry

"I pledge to turn my monitor off when I leave for the day" – Anon

"Replace my lightbulbs with energy saving bulbs" – Anon

"I am in the process of making little bags out of used clothing and old net curtains to take with me when I go shopping for my fruit and veg – instead of using the plastic ones provided by the supermarket! Everyone can do this!" – Stephanie Pollabauer (Rugby, 4th floor)

CEMEX At Festival On The Close



CEMEX UK is involved in the Festival on the Close charity celebrations at Rugby this week – 24th to 27th June. There are some incredible acts being shown as part of Rugby Town Culture week, and there are some fantastic workshops for local schools to get involved in – all funded by local businesses including CEMEX UK.



As well as providing amazing entertainment as part of the school's 450th birthday, all the profits are going to charity Cancer Research UK.



Taking The Time To Look....



James Garbutt, AQM at Jarrow Wharf, thought it would be good to get involved in the Species 100 initiative. The wharf, which sits in the heart of industrial Tyneside, is also beside a very busy Port. So, we were a little uncertain as to what we might find but taking the time to check threw up some surprising and unexpected results.

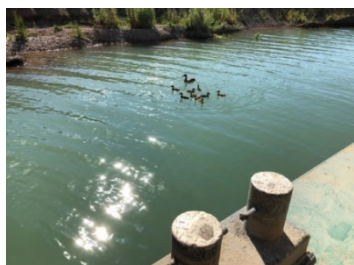
No chemicals are used on site, most notably pesticides, and this allows pollinators to thrive. You'll easily spot bumblebees and butterflies including Holly and Common Blues. This has led to a thriving plant community.



Among the wildflower species spotted on site is Kidney Vetch, Yellow Rattle and Giant Knapweed. It was a real surprise to find a Bee Orchid growing in rough grassland - although the species is not endangered it is quite rare.

Also, on the dock side Caucasian Stoneycrop - normally found in southern Finland and likely to have been transported with grain ships travelling to Tyneside from the Baltic. It highlights the benefits CEMEX sites offer biodiversity, including those in urban settings.

Ducklings At Denge



New life at Denge - a mother duck with her nine new fluffy ducklings swimming happily past the barge. Just one of the many great sights Dave Mccauley and the team see at Denge quarry.

Happy week everyone!

BEING THE BEST FOR EMPLOYEES

Porofeam Team You Are Amazing....



The Thanks For Your Effort winners for May are the Porofeam team of Technicians - the team was made up of: Kevin Davis, Dave Wetherill, Mike Jaye and Dean Timlin.

The team have gone above and beyond to promote and produce Porofeam at plants all over the UK. They have included early mornings and staying away from home to deliver for our customers.



An example of the team's commitment was after completing a supply of Porofoam 450 to a customer the team had packed up and were on with their journey home when the customer came back on for a late additional 2m3. The guys turned the van around, established the equipment and helped get the Porofoam to the customer who subsequently came back on for other supplies. All of this was done outside the normal role of a Laboratory Technician but enthusiastically undertaken by the guys for the good of the business.

Here are some of the comments about the team:

"The Porofoam team have gone way beyond what could be expected of them in order to meet and exceed customer expectations. As a result of their commitment, the business has received multiple reorders on the back of excellent customer service and product quality."

"The team have gone out of their way to help promote this great Value Adding Product, which gives our customers the performance they need and helps to drive forwards our Readymix margins. Well done!"

Who Do You Want To Nominate?



Anyone can nominate a colleague or team for a Thanks For Your Effort Award.

Simply fill in a form from the UK News website:

www.cemexuknews.co.uk/thanksforyoureffort

or contact Rob Greenfield Tel: 07887836312 or Email: rob.greenfield@cemex.com

THANKS FOR YOUR EFFORT RECOGNITION SCHEME

When an individual/team demonstrates one or more of our values they may be nominated for recognition, monthly winners are recognised in UK News. All employees are eligible and able to nominate. The monthly winners receive store vouchers to the combined value of £100.

Inaugural Cement Comms Forum



Members of the UK cement team recently took part in the first Communications Forum. The day included Managers and Employee Reps from cement operations, logistics and commercial. The forum was an opportunity for two way communication between the Management and Employee Representatives. It included a business

update and open discussions with the Employee Reps to allow them to raise any questions or concerns on behalf of the employees within their business areas.

The Employee Reps are going to cascade the information to colleagues in each business area. The plan is to hold the forum twice a year.

Here's what a couple of the Reps had to say about the day. They liked "the relaxed atmosphere, the inclusiveness of the day and the fact the we were made to feel a part of the bigger picture," and appreciated the "inclusive and an open atmosphere where everyone was encouraged to speak freely and were therefore engaged."



Key messages focused on Health and Safety, One CEMEX, ethics, focus on customers, operations, supply chain, financial performance and 2019 aims and priorities. Not forgetting the short cement summary video highlighting the main achievements so far in 2018/19.

Rugby Cement Plant Family Fun Day



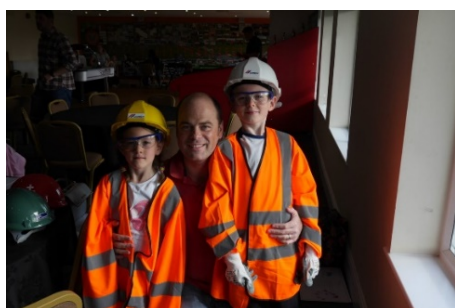
Last Friday the UK cement team held a family fun day for employees at Rugby Junior Football Club. This was an opportunity for those who work both at the plant and at CEMEX House to spend some time together with colleagues and their families, in a relaxed, social environment.

There were lots of activities on offer to enjoy, including face painting, a football shootout, bouncy inflatables for all ages,

wrecking ball, rodeo bull, air hockey table, tug of war, pinata and horse derby – with plenty of food and drink too!



Children were also encouraged to make a painted handprint, which will be used to make a mural at the Rugby cement plant. This will remind those who work there the importance of keeping Health and Safety as our number one priority – so we can all go home to our families at the end of each working day.



Phil Baynes-Clarke, Director of UK Cement Operations, commented: "We all had a fantastic time together. Our families are very supportive of the work we do, even when it can be challenging – the cement plants operate around the clock, 24/7 and this obviously puts demands on the teams and their families. Because of this, we think it is important to hold these events as a small thank you to the families of our employees for their understanding and consideration. It also gives everyone the chance to have some fun together – and enjoy some friendly competition with the various activities on offer!"

25 Years For Stephen Musztacs



This week sees Newton Aycliffe Plant Manager, Stephen Musztacs, reach 25 years of service!!!

Congratulations and thank you Steve for your continued hard work and commitment.

Steve insisted on no photos with him being such a shy character!!! Keep up the good work!!



Acting With Integrity In The South Coast



Here is a recent Ethics session with the South Coast Commercial team.

The photo is courtesy of Paul Wilshire who is an expert on the subject.

Still Perky After 30 Years!!



Well done and thank you to Martin Perks (please forgive the pun...) who has reached 30 years service. He is currently a Planner with Bulk Cement in the Rugby Office.

The team all turned out to celebrate Martin's great contribution over the years with what looks like a delicious cake.....

Changes To Fuel Mileage Rates



The fuel rates for business mileage have been updated effective 1st June in line with the latest HMRC Advisory Fuel Rates.

The rates by engine type and size are outlined in the table below.

SAP has been updated and claims for mileage from that date onwards will be made at the revised rates.

Fuel Type	Engine size	Rate Until 31 May 2019	Rate From 1 June 2019
Petrol	1400cc or less	11p	12p
	1401cc to 2000cc	14p	15p
	Over 2000cc	21p	22p
Diesel	1600cc or less	10p	10p
	1601cc to 2000cc	11p	12p
	Over 2000cc	13p	14p



15 Years For Kevin Davis



Congratulations to Kevin Davis who has achieved 15 years service this week!

Kevin joined as a Materials Technician and continues to work in technical carrying out testing of aggregates, asphalt and concrete. More recently he provides site support for proprietary products such as Porofoam.

Well done and thank you for all your hard work Kevin.

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
179-06-2019	Sales Executive	Materials UK North	North West Area	03/07/2019
180-06-2019	Quarry Manager	Materials UK North - Scotland	Collessie Quarry	28/06/2019
181-06-2019	Technical Sales Support	National Technical	Rugby Office	01/07/2019
182-06-2019	Sales Executive	Materials UK North	North East Area	08/07/2019
183-06-2019	Transport Planner	Materials UK South	Egham Office	01/07/2019
184-06-2019	Transport Planner	Materials UK North	Peterlee	01/07/2019
185-06-2019	Customer Service Representative ***Temporary 10 month secondment***	Supply Chain Cement	Rugby Office	05/07/2019
186-06-2019	Plant & Field Technician	Materials UK North	North West	03/07/2019
187-06-2019	Plant & Field Technician	Materials UK North	Sheffield - Yorkshire	03/07/2019
188-06-2019	Plant Manager	Materials UK Midlands	Parkgate	08/07/2019
189-06-2019	Multi Skilled Operatives	Materials UK North West	Halkyn Quarry	05/07/2019

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.





Mobile Phone Use While Driving

Global Standard – Minimum Requirements

As a first principle, all drivers must avoid phone use while driving unless it is absolutely necessary. In situations when there is an absolute need to use the phone while driving, the following are the minimum conditions that must be followed:

1. A Hands Free device must be used. It shall be correctly mounted in a safe place or consist of an integrated vehicle system. Head/earphones are not permitted, but a secure single ear blue tooth device is allowed.
2. Only use when driving in non congested conditions and when safe to do so after assessing and continuing to assess the overall situation, which includes other traffic, pedestrians, visibility and the weather/elements at the time - an example of when the phone must not be used is when in the area of a school
3. All conversations must be kept to a minimum. If a conversation is unlikely to be short, the caller must be told they will be contacted as soon as the driver has found a safe place to park
4. When out going calls are permitted, the driver can only initiate the call via voice activation or an integrated vehicle system which allows the driver to keep their hands on the steering wheel and their eyes on the road
5. Texting, emailing and any other hands-on use of mobile devices are banned
6. If the phone or another device is used for satellite navigation purposes, it must be mounted in a fixed device where it can be easily seen while keeping a good view of the road, it must not obstruct the driver's view and cannot be held in the hand. It is not allowed to manipulate the device while driving.

Anyone phoning a mobile phone, must first ask the person if it is safe to take the call.

Additional Requirements

- Each country will raise awareness with drivers, about the risks associated with mobile phone use, through training courses and communication campaigns
- Each country must identify ongoing opportunities to significantly reduce the amount of occasions and time people need to use the phone while driving