



Welcome to UK News 24<sup>th</sup> July 2019  
your weekly update from around CEMEX UK

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## BEING THE BEST FOR FAMILIES

### Sergio Asks For A Safety Stand Down



Dear Colleagues,

I am reaching out to you in order to share a concern on the recent increase in the number of injuries across Europe in the last few weeks.

Unfortunately, after a promising start of the year, we have witnessed the number of injuries increase in our cement and materials business.

All these injuries could have been avoided, and it merits a pause and reflection about those affected, their families, and the risks to us and our colleagues.

We have made significant improvements in Health and Safety over the last few years, and many of our facilities operate now with Zero injuries regularly. But as the recent spike in incidents remind us, accidents and fatalities are only a risk condition, or a risk behaviour away.

Your leadership and commitment are key to prevent this from becoming a trend in Europe, and act immediately to review the way we are implementing our Health and Safety management system in all our operations, and share an increasing sense of urgency, particularly during the vacation period and unusual warm weather in some locations. Please do and ask all our colleagues to:

- ALWAYS follow the rules and procedures - they are there to protect you!
- ALWAYS challenge unsafe behaviours and conditions - don't walk past!
- ALWAYS report all near misses and hazards - they are an early warning and could prevent injury!
- ALWAYS Stop and Think - take a few minutes to plan the job before doing it!
- ALWAYS look after yourself and each other - we are a team so let's keep each other safe!

I appreciate any comment or feedback that might help us improve the health and safety of our colleagues, contractors and general public. Please feel free to reply and I will review them personally with our Health and Safety team.

Best regards,  
Sergio



The Safety team has produced a safety stand down guide for all operations to use during the stand down to consider and talk about what we can all do to improve safety. This can be found on your safety emails from Andy Taylor or in the download section of the UK News website.

## 21 Years LTI Free For Denge Quarry



An amazing well done for Denge quarry team for an incredible 21 years LTI free achievement. Last time they had an LTI the Spice Girls were rocking the charts with Viva Forever in 1997 - WOW!

Looks like the team celebrated with a takeaway lunch....

## Look After Your Skin



With the summer break upon us let's remember the 'H' in Health and Safety. With this in mind, let's think about how our environment affects our skin, particularly relevant as temperatures rise over the next couple of months.

The skin is the largest human organ and it plays a vital role as your body's first line of defence against physical, chemical and microbiological hazards.

It does several jobs for us, it:

- protects the inside of the body from damage
- helps to keep our body temperature more or less the same
- gets rid of some body waste products through sweat

## SKIN PROBLEMS

There are two diseases of the skin which we can help eliminate or reduce the risk of:

- Skin Cancer
- Dermatitis

## SKIN CANCER

- Sun provides warmth, energy and vitamin D, but repeated exposure to ultraviolet radiation in sunlight can cause brown spots, sun burn, wrinkles and potentially, skin cancer.
- Avoid tanning and UV tanning booths. According to the Skin Cancer Foundation, one indoor tanning session increases melanoma (severe skin cancer) risk by 20 percent



- Check your skin regularly. Pay attention to odd freckles, moles, and growths on your skin, and consult your doctor if you notice any changes for an early diagnosis of skin diseases and its treatment
- Protect your children from the sun. Keep babies younger than 6 months old completely covered and in the shade

Help your workers protect their skin by providing Sun Protect Stations.

## DERMATITIS

Dermatitis is the second most commonly reported occupational disease. As with all occupational diseases prevention is the key, as with most cases of occupational dermatitis. Preventing skin contact with chemicals or other skin damaging agents will prevent the disease.

Preventing Dermatitis:

Control at the Source

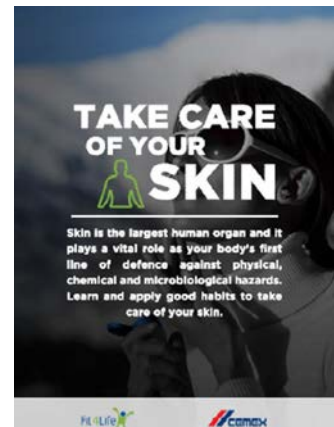
- Product substitution

Control along the Path

- Engineering controls: ventilation, isolation booths, etc

Control at the Worker

- PPE – gloves, safety glasses/goggles, overalls, boots
- Administrative controls: company policies and training
- Personal hygiene



There are also other skin awareness materials available on our Sharepoint site:

<http://bit.ly/2YIL3Wq>

Please display the poster attached to this document and in the download section of the UK News website, and discuss the other materials with your teams

## Safety Improvements At Rugby Plant



Well done to the team at Rugby plant for initiating some improvements on traffic management at the plant, with walkways now demarcated with barriers.

Keeping pedestrians safe....



## BEING THE BEST FOR CUSTOMERS

### CRM Is Go!



The CRM national rollout is now complete, across the Materials business in both Readymix and Aggregates. Thank you to everyone for taking the time to attend the workshops and for your engagement and positivity.

As we aim for 100% adoption by the end of this year, please watch this video from Sergio Menéndez, President of the European Region, to hear him talk about why CEMEX Go CRM is so important and how it can benefit our customer.

View the video here:

<https://cemex.sharepoint.com/:v/s/OCMEuropeAMEA/EZVn79Q7B8NHhJ7s5qMYi-qB9shM9wveJK3tcJ38wKWlA?e=dFa126>

### Wagons Roll.....

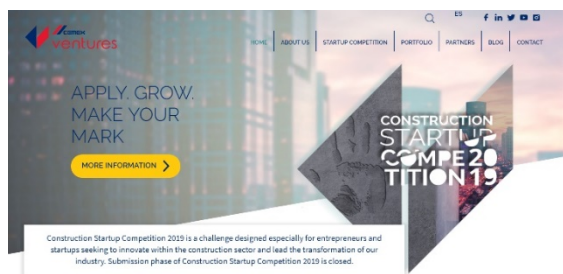


After the fantastic new locomotive was branded in CEMEX colours and logo the Rail team have continued and we now have some CEMEX branded wagons ready to roll.... contractor, WH Davis, are safely repurposing the rail wagons to enable us to increase our rail capacity.



## BEING THE BEST FOR SHAREHOLDERS

### CEMEX Ventures Presents The 10 Most Promising Construction Startups Of 2019



CEMEX Ventures celebrated its Pitch Day - an event at which the 10 winners of the Construction Startup Competition 2019 presented their solutions to a jury of experts in construction, innovation, and entrepreneurship.

This global challenge, which doubled its participation compared to the 2018 competition, seeks new business models that work in the six priority opportunity areas defined by CEMEX Ventures.

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





## Save The Date – Let's Talk...



Let's talk – join us on Thursday 25<sup>th</sup> July 2019 at 9.00am UK time for a live catch-up webinar with Sergio Menendez.

Catch-up on our CX Europe Second Quarter and First Half 2019 performance.

We want to hear from you – think about questions for our open session – you can send them on the day.

Further info. to follow via email and Yammer.

## CEMEX Innovation Challenge Deadline

We are just a few days away from the deadline (15<sup>th</sup> August) for submission of ideas to the Innovation Challenge of 2019. With the chats organised as part of the Challenge, we wanted to provide you with some inspiration in relation to the three priority areas of the innovation map. There is one priority left, which we would like to address in the last chat of this year's edition of the Innovation Challenge.

We would like to invite you to the upcoming chat focused on the needs and challenges the builders face in their day to day activities.

Join from a PC, Mac, iPad, iPhone or Android device:  
Link to the webcast: <https://cemex.zoom.us/j/924503962>

Replay will be available just after the webcast in this link.

## CEMEX's Second Quarter 2019 Results Live Audio Webcast



Learn about our results as they are presented to and discussed with our key financial stakeholders.

**Hosts:**  
Fernando A. Gonzalez, Chief Executive Officer

Maher Al-Haffar, EVP of Investor Relations, Communications, and Public Affairs

**Date:** Thursday 25<sup>th</sup> July 2019  
**Time:** 3.00pm London

Please click on the link below 5-10 minutes prior to the scheduled time:



<https://cmx.to/2Xle1ZQ>

- We encourage you to invite your team members to join you for the live webcast.
- To ensure easy viewing, disable pop up blockers in your navigator.
- If you experience buffering or other connectivity issues, press F5 on your keyboard to refresh the webcast player.
- A replay of the webcast will be available following the live event through the same link highlighted above.
- The replay will also be accessible through the Home section of [Shift](#).

## BEING THE BEST FOR COMMUNITIES

### Time To Walk The Talk With Business Fights Poverty



CEMEX UK joined an invited audience of 300 professionals and practitioners working to '*embed purpose authentically*' within business. We were able to engage with peers from leading global companies, civil society and government who are pioneering new ways to harness companies' products, services, value chains and voices to have a positive social impact.

The one-day event, supported by GSK, Unilever and Visa, combined inspiring sessions with practical deep-dive knowledge zones focused on: purpose, corporate social innovation, women's equality, economic opportunity, human rights and partnerships.

The aim was to promote honest discussion about how this can be done, recognising where progress is being made and where actions are falling short.

### Dove Holes Attempt To Cycle The Distance....



Last Wednesday 62 volunteers from the Dove Holes team attempted to cycle the distance from Land's End to John O'Groats in 24 hours on three exercise bikes (about 1,400 KMs). Roger Taylor, Operations Manager for DSM, remarked he could not believe the commitment and effort every one of the volunteers put in to complete this event.

The ages ranged from early 20s to early 60s, but everyone put in 110%. The idea was for every volunteer to complete as much distance as they could in 60 minutes and then swap over, obviously this quickly became a competition for some of the team, some even completed two hours. D Heathcote covered the most distance in 60 minutes - 45.19kms and H Gill covered the most distance in two one hour stints - 83.76kms. J Berry managed an incredible 20.21kms using his hands and arms because he had recently had an operation on a delicate part of his body.

They had a couple of malfunctions along the way: a bike wouldn't record the distance being travelled but luckily the company they hired the bikes from were quick to respond and brought them a



replacement within three hours, and they also had a trouser malfunction but the less said about that the better!

The Dove Holes team didn't only manage to get from Land's End to John O'Groats, but they got over half way back again by completing an astonishing 2,296.62kms, that is an average of 35kms for each person. There is a great buzz going around the quarry about this accomplishment.

Well done to all who took part.

## BEING THE BEST FOR EMPLOYEES

### Stephanie Is Hap-bee With Her Prize!



Well done to inaugural winner of our CEMEX UK Pledge Wall prize, Stephanie Pollabauer. She has won a bee hotel for her garden – she suggested making bags out of old t-shirts and net curtains to save using plastic bags and up-cycle old clothes at the same time.

As always, any suggestions or ideas you have, please email [impact@cemex.com](mailto:impact@cemex.com)!

### VAP VIPs



Another successful VAP Academy was held last week at The UK National Technical Centre. This session provided in depth practical and theoretical training on Supaflo and Readyscreed to members of the Commercial teams from across the UK.

Thanks to Andy Nevitt, Andrew Walker and Matthew Saunders for the work preparing and presenting.

The next VAP Academy will be towards the end of Q3, the topic being one of the other 2019 VAP focus products.

### Nominations Now Open For Institute Of Concrete Courses



Just a reminder that nominations are now being taken for the next round starting in September 2019. The courses benefit staff from all areas of the business including technical, sales and operations as well as employees within our customer contact centres.

For more information, please click on the links below. Please send your nominations by the end of the month to: [gb-cemexlearning@cemex.com](mailto:gb-cemexlearning@cemex.com)

**Concrete Technology Part 1- General Principles**  
**Concrete Technology Part 2 - Practical Applications**  
**Aggregate Technology - Aggregates in Construction**



If you have any queries please contact the Learning & Development team.

### Act With Integrity



Thank you to the Readymix North West Commercial team who took part in the Code of Ethics Training last week at Preston Brook office.

Well done!

### Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
209-07-2019	Area Technical Manager	Asphalt & Paving Solutions	East Midlands	02/08/2019
210-07-2019	Customer Service Agent	Building Products – Concrete Products	Rugby Office	24/07/2019
211-07-2019	Customer Service Representative ***Temporary 10 month secondment***	Supply Chain Cement	Rugby Office	02/08/2019
212-07-2019	Supply Chain Analyst	Supply Chain	Preston Brook Office or Rugby Office	31/07/2019
213-07-2019	UK Digital Support Partner	CEMEX Go Europe	Any Hub Office	02/08/2019
214-07-2019	Assistant Quarry Manager	Materials UK South East	West Heath Quarry	09/08/2019
215-07-2019	Mechanical Supervisor	Cement	Rugby Plant	05/08/2019

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](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.





# TAKE CARE OF YOUR SKIN

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Skin is the largest human organ and it plays a vital role as your body's first line of defence against physical, chemical and microbiological hazards. Learn and apply good habits to take care of your skin.



# SAFETY STAND DOWN

Guidance for  
Managers



# Safety Stand Down

## What is a Safety Stand Down?

- It's a site meeting
- Lead by site managers
- Lasting about 30 minutes
- An opportunity to talk openly about safety issues with everyone available (employees and contractors)
- Active participation is essential
- Intended to raise safety awareness and increase the level of alert
- Often held out in the workplace

## Why we are calling for this Safety Stand Down in Europe?

- There has been an increasing number of serious incidents in recent weeks across Europe
- We need all teams to be aware of this concerning trend now, so we can take action quickly to prevent further injury and suffering

## Topics for Discussion during the Safety Stand Down?

- Please, follow this guide to prepare your Stand Down
- Refer to President of Europe, Sergio Menéndez, safety message
- Talk about the incidents in Europe that are included in this guide or, preferably select some that are particularly relevant to your site or business area...Select incidents you think are most applicable to your audience
- It is important to call for action from everybody. Ask people what they can do personally to improve safety for themselves and each other and get their commitment.



# Sergio's Message

Topic: Safety Incidents Alert

Dear Colleagues,

I am reaching out to you in order to share a concern on the recent increase in the number of injuries across Europe in the last few weeks.

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We have made significant improvements in H&S over the last few years, and many of our facilities operate now with Zero injuries regularly. But as the recent spike in incidents remind us, **accidents and fatalities are only a risk condition, or a risk behaviour away**. Your leadership and commitment are key to **prevent this from becoming a trend in Europe**, and act immediately to review the way we are implementing our H&S management system in all our operations, and share an increasing sense of urgency, particularly during the vacation period and unusual warm weather in some locations. Please do and ask all our colleagues to:

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I appreciate any comment or feedback that might help us improve the health and safety of our colleagues, contractors and general public. Please feel free to reply and I will review them personally with our H&S team.

Best regards,

Sergio





# Relevant incidents

Employee LTI France Jan 2019



In the morning of the 3rd day of the operation, in order to replace the last 2 beaters, the team applies the operating mode: the rotor is released then starts to rotate very slowly and is going to stop.

For an unknown reason and contrary to the operating mode, an operator tries to slow down the rotor with a crowbar while it was still moving. The other members of the team had no time to react. The crowbar moves and hits the operator's jaw. Rescue teams are immediately called and the victim is evacuated to the hospital. After medical checks at the hospital, it appears that the employee suffers from a broken jaw and requires surgery.



# Relevant incidents

Contractor Minor Injuries UK Mar 2019



Note the pedestrian to the rear of the truck



A truckmixer, operated by an independent haulage contractor, rolled over on route to a customer site. The incident occurred as the vehicle entered a sweeping right hand bend and resulted in the vehicle turning onto it's nearside, coming to rest partially on the pavement and on the public highway. Thankfully, the driver escaped with nothing more than bruising and no other parties were involved, although a pedestrian was in close proximity. The truck, valued at over £100,000, was an insurance write off.



# Relevant incidents

Contractor LTI Spain April 2019



CEMEX was acting as principal contractor on a Soil Stabilization contract and had sub contracted this work to a third party. The accident took place on a rural road, about 5 kms from the contract site, when the worker was checking the cement spreader equipment and trying to unblock the screw conveyor located at the rear. He was pulling a homemade wrench towards him, which slipped off and hit his face, causing a cut to his face. Both vehicle and screw were switched off. The worker was transferred to the hospital and received stitches to his cheek. To avoid infections the worker had 8 days off work and is now back working.





# Relevant incidents

Contractor LTI Germany May 2019



The injured person is an employee of a subcontractor for scaffolding works. Together with two more colleagues, he was dismantling a scaffolding at a clinker cooler building; there were no lateral guard rails and toe boards at the time of the incident.

When passing pieces of the scaffolding vertically downwards between them, a plank slipped out of the injured person's hand. As he tried to re-grab the falling plank, he lost his balance and fell from a height of approximately 3 metres onto the ground. He suffered a concussion and some bruises on his upper body.





# Relevant incidents

## Key Discussion Points:

- Do the incidents involve unsafe behaviors, unsafe conditions, or both?
- Do you think the people involved followed the right procedures?
- Do you think they took the time to Stop, Think and Act?
- Would a simple risk assessment have help to avoid these incidents?
- Were all the Safety Essentials followed?



# Guide questions during discussion

- What are the most common unsafe acts we are seeing in our operations?
- Which of our Safety Essentials are more relevant to avoid the incidents?
- Are we all leading by example, showing Safety is our first priority?
- Are we Looking after ourselves and Each Other? When was last time you did it?
- Are we Stopping and Thinking before Acting? Are we using Take 5 / Worksafe properly?
- What more can we do as a team to prevent further incidents? Any suggestions?

