



Welcome to UK News 11th Sept 2019
your weekly update from around CEMEX UK

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BEING THE BEST FOR FAMILIES

Safety Above All Else.....



July was a difficult month for us in terms of health and safety in the UK, with three Lost Time Injuries in quick succession; these incidents are detailed in the Alerts at the end of this document or in the download section of the UK News website.

Two of the incidents resulted from slips, trips and falls, which is our most common cause of injury. Across Europe 36% (17 out of 47 TRIs) of our most serious injuries this year have resulted from slips, trips and falls, while in the UK this is even higher, at 42% (5 out of 12 TRIs). As sites and as individuals we can minimise the risk of injuries:

SITES	PERSONALLY
Maintain good housekeeping	Keep work areas tidy
Demarcate dedicated walkways	Wear suitable footwear
Provide suitable lighting	Keep to designated pedestrian routes and crossing points
Identify and rectify slip/trip hazards where possible	Always maintain 3 points of contact on steps, stairways and ladders..."Get a Grip"
Highlight remaining slip/trip hazards with yellow paint	Walk, don't run
Display "Get a Grip" signs in prominent locations and, during inductions, remind people of the importance of maintaining 3 points of contact on steps, stairways and ladders	Look where you are placing your feet, particularly when stepping down from ladders, vehicles and mobile equipment
Ensure steps and stairways comply with relevant standards	Take action, where you can, to remedy any slip/trip/fall hazards, and report all Near Misses/Hazards
Prepare sites ahead of winter, ensuring frost warning signs and arrangements for clearing walkways are in place	

The third Alert refers to our Marine Operations, it also contains lessons for us all, in terms of ensuring specific safe systems of work are in place and included in inductions where required, the importance of



good and timely communication, and the need to review tools and equipment to reduce risk as far as is reasonably practicable.

Please review the Alerts with your teams as appropriate. In particular, as we approach the autumn, a review of the arrangements in place to minimise the risk of slips, trips and falls would be timely.

Alerts should also be displayed on relevant noticeboards.

LOOK AFTER YOURSELF AND EACH OTHER

Also at the end of this document and in the download section of the UK News website is a Safety Alert Communication Form that can be used to maintain a record of the communication of the above Alert(s).

HEALTH AND SAFETY INFORMATION AND RESOURCES CAN BE FOUND AT THE FOLLOWING LOCATION: <https://cemex.sharepoint.com/sites/UKHealthandSafety/SitePages/Safety-Alerts.aspx?web=1>

Two LTIs Last Week - One In Rugby....



Unfortunately, two lost time injuries have been added this week, one retrospectively as a result of an employee suffering a slip/trip/fall incident on a quarry in Germany.

The second incident was at the cement plant in Rugby where a contractor fractured a bone in his knee when a bulk bag fell on his leg. The contractor had stacked one bag on top of another, using a fork lift truck, however, in doing so he created a small tear in the bottom bag. The content of the bag began to spill out and the contractor attempted a repair with Denso Tape. Unfortunately, the stack became unstable and the upper bag fell on the contractor.

Details of the incident will be shared in a Safety Alert, once the investigation is completed, however, in the meantime, it's a clear reminder for us all to keep out of the "Line of Fire" and to STOP & THINK before starting a task.

Contractor Safety – AVETTA System



The increase in contractor LTIs this year across Europe is cause for concern and, as highlighted previously, we need to sustain the extra focus on contractor safety throughout the rest of this month. We need to ensure we effectively plan any contract works, only use approved contractors who have received an appropriate induction and Permit to Work, and who are monitored through close and effective supervision while working for us.

Thanks go to Stuart Glover from Cement Operations for taking the time to record the advantages of the AVETTA contractor verification system and, in particular, their EmployeeGUARD functionality, which is used to track the competency of individual contract personnel.

If you don't use it in your part of the business please watch the video and see if you think it would help you. Contact your Health & Safety Manager if you think it would be of use.



Please see the link:

https://cemex.sharepoint.com/:f:/r/sites/HSCampaigns2019/Shared%20Documents/Contractors_drivers_JUL_AUG_SEP/SEPTEMBER_FINAL_MATERIALS?csf=1&e=D5rZZj

LTI Congratulations To:



The teams at Tilbury on achieving 11 years LTI and TRI free, and in Dry Silo Mortar who reached 1 year TRI free on Friday - this is in addition to the 13 years LTI free they achieved earlier in the year. The UK Admixtures team for reaching 18 LTI/TRI free years.

Sustained injury free performance like these reinforces the fact that there is no reason anyone should have to suffer an injury at work.

MPA Midlands Region Health & Safety Awareness Day



The MPA are advertising a regional Health & Safety Awareness Day on 15th October at the JCB Visitor Centre, Rochester, Staffordshire ST14 5LS and Kevin Quarry, Ramshorn, Oakamoor, Staffordshire, ST10 3BX, hosted by J C Bamford Excavators Ltd.



The day is designed to promote best practice and encourage the whole workforce to be the eyes and ears of fellow workers and will count towards 8 hours of CPD.



The day will include topics on:

Isolation of Energy and Lock-Off – serious incidents continue to occur, it is not just electrical isolation, but the release of stored energy in conveyors and other equipment.

Mental Health – how to recognise the early warning signs that a colleague is having trouble, learn how to start the conversation and how find professional help.

Live First Aid – action by the first person on the scene is crucial to survival, battlefield techniques are just the job in a remote quarry location.

Geotechnical Awareness – recognising a change on the face since yesterday could be a lifesaver and stockpile slips can engulf a loader if not worked correctly.

Workplace RCS – updates on workplace legislation and developments in personal protection and monitoring.

Lifechanging Events – a death or serious injury to a colleague can have a profound and far reaching personal impact on us all, not to be underestimated.

Members, non-members, contractors, hauliers and all other interested parties are more than welcome to attend.

Price is £100.00 + VAT per delegate. **To book contact:** jane.blake@mineralproducts.org

Image: Previous Midlands Region 'Health & Safety Awareness Day'.



BEING THE BEST FOR CUSTOMERS

CEMEX Go Aggs Drivers - Our Digital Advocates Are Spreading The Word!



CEMEX Go progress on Driver App compliance within our UK Aggregates business continues to grow from strength to strength each week, and our haulage partners are supporting us all the way.

Last week, four subcontract drivers in the Scottish region achieved 100% compliance for the whole week, with over 100 successful orders completed - 16% of the overall weekly deliveries. Each of them will be presented with CEMEX Go branded items that will help them in their daily duties, as a big thanks from CEMEX.

Pictured are Derek Marshall (Basil Baird Haulage), Ian Brady (JBP Transport) and Scott Sergeant (Pollock Scotrans) all using our CEMEX Go App on their deliveries.

Our digital 'bus of change' is definitely heading in the right direction with the right people behind the wheel.



Teamwork Makes The Dream Work....



Ben Trotman, Commercial Development Manager, gave a great example of collaborative working by the South West Materials team for key client, Skanska in Dinas Powys.

An opportunity was identified early by our Readymix Executive, Owain Thomas Lloyd, who made contact

with the client to understand the budget, timescale and how CEMEX could support. The information was shared with our Aggregates Executive, Ricky Williams, to assess the Aggregate offering.



The result is displayed in the photos, with both products being supplied in tandem to a large contract, and most importantly a client happy with our quality, delivery, and ongoing support.



BEING THE BEST FOR SHAREHOLDERS

Michel And Sergio Visit London Wharves



Well done to the teams at Northfleet, Angerstein and the crew of the Sand Falcon for hosting a very successful and informative visit for Sergio Menendez, CEMEX Europe Region President, and Michel Andre, Western Materials VP.

Laurence Dagley accompanied them on-board and for a tour of the wharves.

Getting To know You.....



Ian Phillips, Technical Manager, spent a really enjoyable day at Dove Holes quarry delivering some product and quality training to representatives from GB Railfreight – who transport our products by rail.

The session began by looking at the range of materials we produce, typical end uses and the important properties of various products. They then moved on to common causes of non-conformities and complaints (which focused on the issue of contamination) and then

finished the session with a discussion on how GB Railfreight's equipment, practices and behaviour can help us maintain product quality throughout the supply chain.

A big thank you goes to Nicola Drabble, Nicholas Watson, Hayden Gill and Mark Grimshaw-Smith for their help and input during the session.

BEING THE BEST FOR COMMUNITIES

Let Nature Sing



Last week saw CEMEX invited to the Houses of Parliament to attend an RSPB reception entitled 'Let Nature Sing'. The event was for the RSPB to showcase our partnership with them and the work that has been achieved. From CEMEX Andy Spencer, Martin Casey, Harriet Turner and Andlyn White attended.

Rebecca Speight, the new RSPB CEO, was also there and spoke about generational responsibility for tackling the nature and climate crises. She was quite clear that the government needs to do more.

Kerry McCarthy MP and Therese Coffey MP (Defra Minister) also spoke at the event.



Wokingham Lend-A-Hand



Well done to Erin Frank and team for completing their lend-a-hand at Wokingham Primary School sprucing up the backyard ready for the new school year!

Well done everyone!



Promoting Safety And Lending-A-Hand Too



Congratulations to the team from Taffs Well quarry near Cardiff for lending-a-hand in the local community on Friday 30th August.

Six members of the team joined forces with a building contractor to create a new footpath (approx. 150m long) in Pentyrch Village to give safe access

between a bus stop and a car park where parents collect their children from after school. Before our help, the children and other local residents had to walk along the verge of a busy main road without a dedicated footpath. A great job by the team.



Many thanks go to Martyn Johanson, Ricky Williams, Paul Goodwin, Mike Fowler, Ethan Bridge and Rhys Thomas.

Martin Simons Cycles For Charity



Martin Simons, Relief Plant Manager at Lancashire Readymix, is in training to complete a charity bike ride raising money for the British Heart Foundation. To make it extra challenging the ride is at night from Manchester to Blackpool.

The ride will end with the last couple of miles ridden through the illuminations which are being kept on especially for the event.

Martin has set up a JustGiving page for anyone who would like to support him:

<https://nam04.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.justgiving.com%2FMartin-Simons2&data=02%7C01%7Cmartin.james.simons%40cemex.com%7C3c4bd96c0a7b4623609908d732b9a349%7C6ee19001d0c445f8af8bff00f16d07e1%7C0%7C0%7C637033645203051979&data=bzS22DhbyZ%2BL7IJb2LA0ikUclq%2FDdG5cXGxJkOIIx7g%3D&reserved=0>



BEING THE BEST FOR EMPLOYEES

Latest UK Employee Comms Forum



Last week we held the 2019 UK Communication Forum which was chaired by Lex Russell, Managing Director for UK Materials Northern. 12 employee representatives from all areas of the business met with Directors and other senior managers over two days to share information and discuss areas of concern.

Day one focused on four key priorities; Health and Safety, Customer Experience, Digitalisation (CEMEX Go and CRM) and Sustainability. On the second day we received updates from the different operational business areas, with plenty of opportunity for discussion and answering questions throughout.

Thank you to everyone who participated in the forum and particularly the employee representatives for their lively interaction, great questions and constructive comments. Notes from the meeting, along with questions raised and answers provided will be available shortly through the employee representatives.

Martin's 'Not Over The' Hill At 25 Years....



Congratulations to Martin Hills who has celebrated reaching 25 years of service.

Martin joined RMC in 1994 as an Area Manager before progressing to Special Projects Manager. In 2005 he became Recycling Business Manager for CEMEX, and from 2008 held the role of Energy Development Manager. More recently his role has involved looking after both energy and carbon in the UK, as well as CO2 policy and best practices across Europe.

Andy Spencer commented: "We would like to wish Martin many congratulations for reaching such a milestone in his career at CEMEX. He is a valued member of the team and has played an important role in making CEMEX a more sustainable business.

We hope he enjoyed his celebratory cake!"

15 Years For Nick Cox



Congratulations to Rugeley quarry's, Nick Cox (pic right), for reaching his 15 year service mark.

The photo shows Quarry Manager, Gareth Fenna, presenting Nick with his award. This is Nick's third spell with RMC/CEMEX. We are all very pleased that Nick has made it to 15 years this time around (third time lucky)!



Nick started as a Mobile Plant Fitter at Weeford Workshops and moved to Rugeley quarry as a Plant Fitter following the Weeford sale. He also helps with maintenance days at other sites in the Midlands area.

Employee Discount Scheme Excitement!



James Carling, Development Manager, recently made use of the new Employee Discount scheme by buying some concrete for foundations at home.

The best bit – his young son got to see a real live concrete mixer in action!!!

Thanks For Your Effort

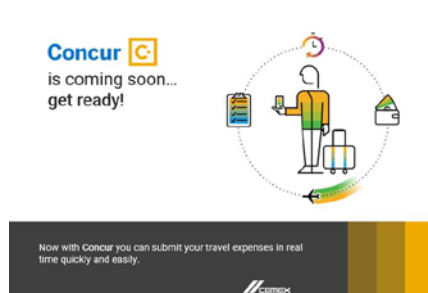


After several years of Thanks For Your Effort the Comms and HR teams thought it was high time to revamp the scheme. It's basically still the same with the winners receiving £100 vouchers, but nominees will now get a 'soon to be' coveted Thanks For Your Effort mug and certificate.

Only those who have been suggested by colleagues will be able to have a mug to remind them that we think they are awesome and to say a small but heartfelt thank you.

If you want a colleague to win a mug and be in with a chance to get £100 shop voucher, please nominate them via the Thanks For Your Effort page on the UK News website or by emailing either Rob Greenfield or Robert Haddock in HR.

Updated Travel Management System



We are pleased to announce that CEMEX UK will be the next to implement a new, user-friendly solution for Travel Management – SAP Concur.

SAP Concur is a cutting-edge web-based solution, which will allow you to easily create and submit your travel expense report from your computer or mobile wherever you are. In just a few clicks, you can upload your receipt's image or check the approval status of your cash or credit card expenses.

You will receive more information about the SAP Concur official launch and planned training sessions during the upcoming weeks.

For a teaser video view here: <https://web.microsoftstream.com/video/e1b7fed0-71d2-4a0e-a05b-c811ff8a1ceb>



Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
247-09-2019	Plant Manager	Materials UK South	Southampton Concrete Plant	16/09/2019
248-09-2019	Shipper/Fleet Planner	Materials UK South – Home Counties	Bedford (Shefford)	20/09/2019
249-09-2019	Operative	Materials UK South West	Ryall Quarry	13/09/2019
250-09-2019	Quarry Operator/Maintainer	Cement Operations UK	Southam Quarry	20/09/2019
251-09-2019	Plant/Workshop Operative	CEMEX Dry Silo Mortar	DSM Special Solutions Plant (via Nova) – Dove Holes	20/09/2019
252-09-2019	Plant Manager	Materials UK North	Leeds Concrete Plant	20/09/2019
253-09-2019	Assistant Quarry Manager	Materials UK North – Scotland	Hyndford Quarry	16/09/2019
254-09-2019	Operative	Materials UK North - Scotland	Bonnington Mains Quarry	16/09/2019

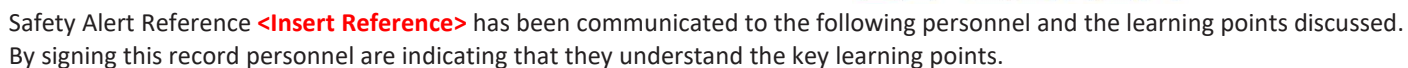
For further details on other roles and a full listing of other vacancies, together with information on how to apply, please log on to CEMEX Shift > My Services > Internal Vacancies>New IVCs.

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.



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UK SAFETY ALERT

UK SA15/2019 – 09.09.19

Display Until
18.10.19



CUSTOMER SITE – TRIP RESULTING IN DRIVER INJURY

DETAILS OF THE INCIDENT

A hired truckmixer and Driver was delivering to a customer on our behalf. Following discharge of the 6th load of a concrete pour, the Driver was washing off the truckmixer chute in the customer's designated area. The Driver was returning to his cab, when his foot became tangled with a strapping band from a pallet. He fell, landing on a pile of rebar, injuring his knee and ribs. Whilst he continued working, delivering another load, he was unable to complete his shift or work the following days.



KEY FINDINGS

The area for washing out was also used as an area for materials storage. Prior to the incident, others may have observed that housekeeping could have been improved. The Driver was not local and had taken time to negotiate directions, prior to arriving at site. There may have been some perceived haste. There was a delay in reporting the incident via the correct reporting route.

HOW COULD THIS HAVE BEEN AVOIDED?

- Ensure Drivers are trained in MYSPACE, checking for hazards on site.
- Report Near Misses / Hazards, whether on customer or CEMEX sites.
- Ensure good housekeeping.

KEY REVIEW POINTS

- Ensure all Drivers, including hired personnel are inducted and aware of the MYSPACE principles
- Encourage reporting of Near Misses / Hazards
- Maintain good levels of housekeeping
- **Always report any accidents or incidents immediately via CEMEX line management**

POSITIVE POINTS

- Driver induction was carried out
- MPQC Driver Skills card was checked
- The haulage company is FORS accredited
- The Driver was compliant with PPE requirements



Site Safety

Check for hazards when on site, be highly visible and assess the risks before unloading.

Look after yourself and each other



Don't let anyone act unsafely, always stop unsafe practices.

Housekeeping



Keep designated access routes and work areas tidy and free from trip/slip hazards.

Incident/Hazard alerts



Report all incidents/hazards immediately.



UK SAFETY ALERT

UK SA14/2019 – 09.09.19

Display Until:
18.10.19



LTI - EMPLOYEE INJURED AFTER TRIPPING ON STEP

DETAILS OF THE INCIDENT:

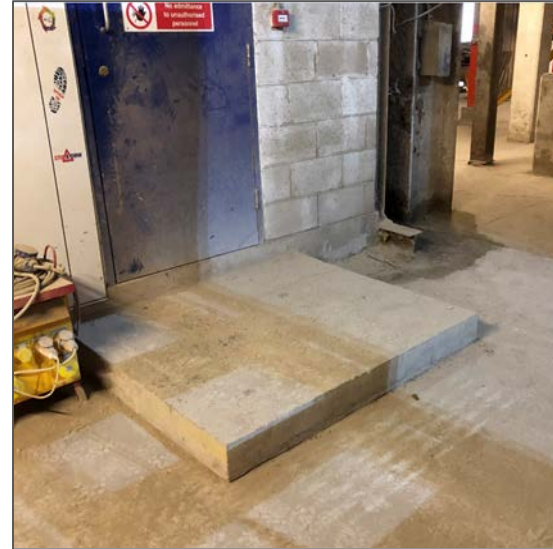
A mechanical fitter had been working with a colleague on a task in the kiln building and after completion was travelling to the next job. As he walked along the same route he had travelled several times in the morning, he passed too close to a concrete plinth outside a switch room and he stumbled on the step, falling on to his knee. He continued working for the rest of the day but the pain continued to worsen overnight and he was later diagnosed with possible ligament damage.

KEY FINDINGS:

- The fitter was familiar with the route and was not intending to walk over the step.
- The layout allowed a direct approach to the step, giving him clear visibility of the obstruction.
- Lighting levels were low, and the step was partially in shadow.
- The step was highlighted with paint but this was worn and covered in dust.
- The IP has a history of musculoskeletal problems.

HOW COULD THIS HAVE BEEN AVOIDED?

- Improved lighting.
- Maintaining hazard identification controls.
- Good housekeeping – keeping floors dust free.
- Consider where we are placing our feet.



KEY REVIEW POINTS:

- Are walkways, especially hazard areas, appropriately illuminated
- Are hazard controls such as highlight paint maintained and kept dust and spillage free?
- Where hazard controls are not effective do we warn others by using the Near miss/ Hazard alert system?
- Do we consider routes to and from the workplace and personal capabilities when carrying out Worksafe/ point of work assessments?
- Do we all look where we are placing our feet?
- Do you Get a Grip and always maintain 3 points of contact on steps and stairways?

Housekeeping



Keep designated access routes and work areas tidy and free from trip/slip hazards.

Get a grip



Hold handrails on stairways and use three points of contact when getting into/out of vehicles.

Incident/Hazard alerts



Report all incidents/hazards immediately.

Look after yourself and each other



Don't let anyone act unsafely, always stop unsafe practices.



SAFETY ALERT

UK SA16/2019 – 09.09.19

Display Until
18.10.19



SEAMAN STRUCK BY MOORING LINE

DETAILS OF THE INCIDENT

A Marine Dredger was coming into position in a Lock, when the order to secure one of the mooring lines was given. The Seaman secured the line on the mooring bitts (ship's bollard) as instructed; however the vessel continued to move ahead slightly; placing strain on the secured mooring line. The line surged (slipped) on the mooring bitts; the standing (unloaded) part of the line whipped from the deck, striking the Seaman in the groin. The Seaman was evacuated to hospital by emergency ambulance and underwent exploratory / corrective surgery.

KEY FINDINGS

- The mooring rope size in use is essential to ensure vessel safety; however, the vessel mooring equipment is undersized by contemporary standards.
- The layout of mooring equipment prevents the use of best operational practice.
- There was no specific mooring plan in place for the task.
- The induction procedures were followed; however, they could be more focussed on ship specific issues.
- Co-ordination of communications and actions of the Bridge Team and timing of instructions given to Deck Crew could be improved.

KEY REVIEW POINTS

- Task specific mooring plans should be available where required
- Review co-ordination between the timing of instructions given to deck crew and actions executed to control and manage the vessel; to ensure Deck Crew are not subjected to risk during mooring operations.
- Review mooring equipment onboard vessels to identify potentially deficient mooring equipment design conditions and any improvement opportunities
- Guidance in assessing the experience of Deck Crew members should be developed
- Induction in mooring operations for new crew members should include ship specific issues
- Periodic induction refresher training should be considered for long term crew members

Task resulting in injury to Seaman



Rope turns riding up Bitts under load



Look after yourself and each other



Don't let anyone act unsafely, always stop unsafe practices.

Tools and Equipment



Use the right, well maintained, tools/ equipment for the job. Never make do.

Safe Systems



Follow safe systems of work, site rules, signage and traffic signals.

Incident/Hazard alerts



Report all incidents/hazards immediately.

