



Welcome to UK News Oct 24th 2019
your weekly update from around CEMEX UK

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BEING THE BEST FOR FAMILIES

Remember to Get a Grip in Winter...



Slips, Trips and Falls incidents are our main concern at this time of year especially. As the winter season is starting please prepare carefully to minimize the risks:

- **Grit Salt** – Readily available, with arrangements and equipment in place for clearing walkways, etc. as appropriate
- **De-icer** – Stocks available to ensure good all round visibility can be maintained on vehicles at all times
- **Walkways** – Demarcated, well-lit, free from trip hazards and standing water
- **Housekeeping** – Work areas kept clear and tidy at all times
- **Footwear** – In good condition, with suitable grip
- **Get a Grip** – Hold the handrail on steps and stairways and check the surrounding area when stepping down from vehicles
- **Frost Protection** – Minimise the effects of frost on production sites, draining down equipment, using lagging, trace heating, etc.

Latest Safety Alerts



Please ensure that you and your teams have seen the latest Safety Alerts and followed the link to our latest Video Safety Alert.

It would be appreciated if you would review the Alerts and, where they are relevant, discuss them in detail with your teams.

One alert outlines an injury to a contract forklift operator while staking bulk bags; where comparable operations take place on sites, racking systems similar to that detailed in the Alert should be considered a requirement.



The other alert details an incident where a remote control defect caused a mobile conveyor to move unexpectedly, both ourselves and a competitor have experienced fatal incidents with similar equipment in the past; it is essential operators of this type of equipment are trained in the safe system of work intended to keep everyone out of the line of fire, and these systems are enforced.

Finally, the Video Safety Alert relates to a High Potential incident in our operations earlier this year, where a truckmixer driver slipped and fell as he got out of his cab. We are encouraging site teams to use the Alert, not only as a reminder of the need to Get A Grip on steps and stairways, but also to consider lone working arrangements, particularly for Drivers, and more generally the importance of following the Safety Essentials and Stepping In if we see anything we believe may be unsafe.

UK VSA04.2019 - LONE WORKING - GET A GRIP

LINK: <https://cemex.sharepoint.com/:v/s/UKHealthandSafety/Eem19vHdXhFOgbhJRJdMg-8BbybFyq-wZaAk-Flo-L6-YA?e=51bUtP>

LOOK AFTER YOURSELF AND EACH OTHER

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>

22 years LTI free



What an achievement for Middlegate quarry South Ferriby to reach 22 years LTI free. During this time they have processed 13 million tonnes of limestone and clay! Well done to everyone who has contributed to this great achievement. As you can see from the photo they went out for an evening celebration!

18 years LTI free



Well done to the team at Marine HQ, Baltic Wharf, Southampton for reaching an amazing 18 Years LTI and TRI Free. This is an excellent achievement - congratulations.



Winter Flu Vaccinations



With temperatures dropping as we go further into October why not be prepared and go and get your flu jab?

Flu is an unpredictable virus that can cause mild or unpleasant illness in most people. It can cause severe illness and even death among vulnerable groups including older people, pregnant women and people with an underlying health condition.

Over time, protection from the injected flu vaccine gradually decreases and flu strains often change. So new flu vaccines are produced each year, which is why people advised to have the flu jab need it every year too.

So now is the time of year when people are advised to have a vaccination jab to help protect from or reduce the symptoms of flu. Some people in the higher risk categories get the immunisation free via the NHS. For others the jab is widely available through local pharmacies or local GP's. **As usual, CEMEX will reimburse the cost of the vaccination for those that are not entitled to a free jab. All employees have to do is provide their line manager with an itemised receipt and they will arrange for you to be reimbursed the cost of up to a maximum of £20.**

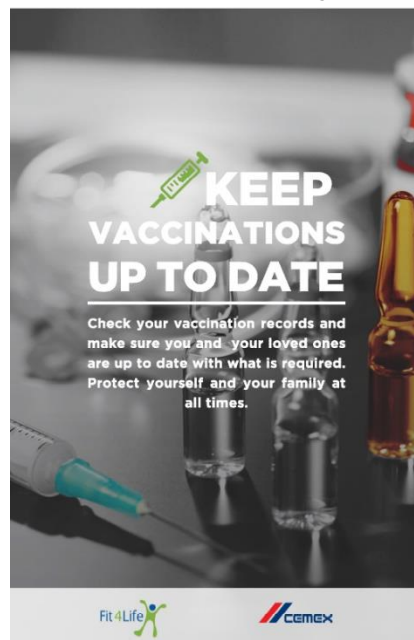
Flu jab side effects

Serious side effects of the injected flu vaccine are very rare. You may have a mild fever and aching muscles for a couple of days after having the jab, and your arm may be a bit sore where you were injected.

There is also evidence to suggest that the flu jab can reduce your risk of having a stroke.

As well as flu vaccinations, you should make sure all your 'jabs' are up to date; not only those you had as a child, but if you are planning to travel abroad. Ask your doctor which vaccines are right for you. Please display the Health Essential Poster and brief your teams in the importance of keeping vaccinations up to date.

Note for Managers: Requests for reimbursement should be sent to the HR Admin team at Stockton using the form available on the [SHIFT Health Community](#).



Never forget



Next Monday, 28th October, marks the eighth anniversary of the death of Joanna Braithwaite, a cyclist who died as she cycled to work at the local church in a collision with a truckmixer that was working on our behalf. This tragic incident deeply affected those local to the operations at the time and for many years later.

The investigation into the incident identified a number of learning points, including the need to ensure dashboards are kept clear so as to maximise the driver's field of view... Sadly, recent media reports of a court case following a similar fatality involving a Doctor, Suzanna Bull, highlight the importance of never forgetting the learning points from previous incidents.

Both incidents are summarised in a recent safety alert email from Andy Taylor. Please take a moment with your team to review these incidents, consider the consequences for the family and friends who lost loved

ones, and encourage everyone to speak up and **STEP IN** if they see any examples of drivers' windscreens being obscured.

The following links provide further background information about both incidents.

Joanna Braithwaite:

<https://www.oxfordmail.co.uk/news/9334358.tributes-cycle-crash-victim/>

Suzanna Bull:

<https://www.bbc.co.uk/news/uk-england-birmingham-49900170>

Have your health and well-being check up



If you are in any doubt about the point of doing a health check-up offered by CEMEX UK please watch the video's and listen to two of our driver's stories. It could literally save your life. Follow the link: <https://bit.ly/2WeE8DY>

For several years CEMEX UK has offered well-being tests on health alongside the legally required health surveillance. As well as ensuring that work does not impact on health and that employees are fit to carry

out their duties without harm; the well-being checks offer individuals a wider range of health checks that are an indicator of general health.

The personal health reports that employees receive will indicate if there is any potential medical issue which requires further investigation by their GP.

Over the last few years we have had employees telling us that having these checks has highlighted an issue which they were previously unaware of helping them get early effective treatment.



A couple of our drivers have chosen to share their stories to encourage their colleagues to look after their health and take up health checks when they are offered.

Remember, all medical information is confidential between the healthcare provider and the individual, CEMEX do not receive any personal information.



BEING THE BEST FOR CUSTOMERS

NPS Call of the month award for Aggs and Asphalt customer service team



The customer service team at Preston Brook office ran an ideas competition to improve customer service performance. They spotted an area of opportunity that they could directly influence. It was to develop first class order taking via a call coaching and improvement strategy.

This was an area that the customer service and planning office were responsible for and it would have a significant impact on customer call quality and content. This would then lead to improved customer experience and NPS scores.

Following a successful implementation the top performers from each market were selected in recognition of their exceptional customer call quality over the previous month.

The winners for call of the month are: (Photo left to right) Jennifer Hussey, Jessica Murrell, Cloe Turner, Andy Housley, Holly Webb.

They hope to have an ongoing monthly recognition for one individual for “Customer Call of the Month.”

Well done to the inaugural winners and the whole team for a great initiative.

BEING THE BEST FOR SHAREHOLDERS

CEMEX Ventures invests in X3 Builders, a vertically integrated general contractor



CEMEX Ventures, CEMEX's open innovation and Corporate Venture Capital unit, recently announced its investment in X3 Builders. X3 Builders is a vertically integrated general contractor that combines architectural design, material procurement, and construction services to provide clients with a one-stop solution and a seamless transition from design to construction.

Read the complete press release: <https://cmx.to/2ByiG35>

CEMEX Ventures most relevant investor in construction ecosystem



CEMEX Ventures, CEMEX's Corporate Venture Capital and open innovation unit, was selected for the second consecutive year as one of the most relevant investors in the construction ecosystem in BuiltWorlds' 2019 Venture Investors 50 List. BuiltWorlds is one of the main networks committed to improve the future of



construction through technology and innovation by bringing together investors, startups, innovators and technology leaders.

Featuring 50 companies, the list includes two categories depending on the structure of the investor: Venture Capital and Corporate Venture Capital. CEMEX Ventures was selected for the Venture Capital category, in which it stands out for offering much more than economic investment to startups. CEMEX Ventures was also recognized for promoting commercialization and expansion, offering access to CEMEX's global network, and providing expert support in business, technology, and construction disciplines.

Read the complete press release: <https://cmx.to/2qItVcN>



BEING THE BEST FOR COMMUNITIES

Rugby Office in the Pink



Colleagues at Rugby Office took part in another brilliant Wear it Pink day last week to raise money for breast cancer awareness. They raised an impressive £1127 with bakes, raffles, guess the weight of the marrow, and dressing up...

Andlyn White, reports, "The day consisted of cakes, marrow, chutney and even more goodies! We have some extremely talented bakers at Rugby HQ and received lots of amazing baked goods, including Harriett Turner's incredible 'Wear It Pink' themed cake.

Rob Stipanovic and Jemma Sharpe were the lucky winners of guessing the closest weight of Lawrence Dagley's massive marrow. They both guessed 10lb 4oz, only 2oz off the real weight of 10lbs

2oz.

Congrats to all of our raffle prize winners. The top prize, a kindle fire, was won by Tony J on the 6th floor.



Arden Angels Skydive for Charity



Briony Potter and Amy Lewis from dry silo mortar recently did a Skydive to raise funds for the Arden Centre in Coventry. The Centre treats and supports patients with all stages of cancer. Amy's friend Tracie created the team the Arden Angels due to her recent diagnosis with terminal cancer.

Amy continues, "we went to the Sibson airfield in Peterborough and did a tandem skydive from 13,000 feet and raised £40,000 for the Arden Centre which was 4 times what they had originally set out to raise. We were also

sponsored by Cemex DSM and our hauliers. Thank you to everyone for their amazing generosity."



Ryan's day....



Local lad, nine year old Ryan, had an amazing day at Wickwar's open day last week. So much so that his dad sent us in this fantastic montage of Ryan who also won a competition prize on the day of a model excavator!

Dave Goodman and the team are hoping to arrange for Ryan's class to come to the quarry soon....Keep an eye out for reports of Ryan starting work with CEMEX in about 10 years' time!!!!

Lisa Runs for National Autistic Society



Well done to Lisa Nicholas, who has recently completed Royal Parks Half Marathon for the National Autistic Society
<https://www.autism.org.uk/>.

Lisa, PA to Graham Russell, Dave Hart and Craig Williamson, explains, "I have a 12 year old son, Sam, who is autistic. The Society work really hard raising funds and increasing awareness and understanding throughout the UK – in both social and work place situations.

As a global company I am sure there are vast amounts of families working throughout Cemex with experience of children, family, friends who have a diagnosis of autism, dyslexia, dyspraxia and would be hugely encouraged by increased awareness of neurodiversity in the workplace and beyond."

Lisa has raised £640 so far, if you'd like to chip in the page is:
<https://www.justgiving.com/fundraising/lisa-nicholas5>



BEING THE BEST FOR EMPLOYEES

Your Voice Matters please take part in the survey



REMINDER - WE'X is the new Workforce Experience survey for 2019. All employees are encouraged to complete the survey, either online or using a paper version, before the closing date. You should have received an email invitation for the survey from Perceptyx last week.

The survey **runs until Friday 8th November 2019**, and is completely confidential.

Please **print the attached poster and pin to noticeboards** at your sites – now that the survey is open the QR code can be used for easy online access for all.

To find out more, please visit the dedicated WE'X SharePoint:
cemex.sharepoint.com/sites/WEXSurvey

Official Thanks!



Congratulations to the Dove Holes Team who won TFYE for their reactions in aiding a major disaster at the Whaley Bridge Dam collapse. Here is a photo of them receiving their official 'thanks'.

15 years for Scott Davidson

Congratulations to Scott Davidson on reaching 15 years' service. Scott has been involved in a number of high-profile contracts, ensuring product quality and supporting customers.

Farewell Maureen Squires



The Packed cement team are preparing to bid a fond farewell to Maureen Squires as she prepares to retire. Maureen has been a fantastic part of the team since 2016 (pic left) and will be greatly missed by all her colleagues. Thank you and have a happy healthy retirement Maureen.



Marine leaders in Business programme

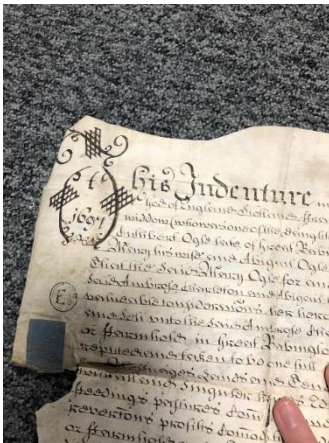


Thank you to the team at CEMEX Marine and Southern Materials for organising the visit to Southampton Wharf and the Sand Heron for the Marine Aggregates Business Leadership Programme.

Captain Matthew Bland led the Safety Briefing in support of this a great initiative which demonstrates great support for our industry.

Nick Everington, Portfolio Manager, Marine Minerals – Crown Estate attended along with other Crown Estate employees. Special thanks should go to Capt Matt Bland, Marine and Terry Gent, Wharf Manager and Isle of Wight Aggregates GM. CEMEX UK attendees this year are Ben Manfield, Jo Holcroft, Marcus Rappensberger, Adam Leverett “not in pictures”

300 years of legal red tape!



Emma Wright, Legal Secretary in Rugby Office, came across a 300 year-old property document in our deed packet for Divet Hill the other day!! It dates back to 1697. Emma commented, “I think that’s the oldest legal document I have ever seen or handled. Just think it was written when Christopher Wren’s St Paul’s Cathedral was first consecrated and William of Orange and Mary II jointly ruled England, Scotland and Ireland!”

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.





KEEP VACCINATIONS UP TO DATE

Check your vaccination records and make sure you and your loved ones are up to date with what is required. Protect yourself and your family at all times.

