



Welcome to UK News 9th January 2020
your weekly update from around CEMEX UK

View UK News on: www.cemexuknews.co.uk

Follow us on twitter too: @CEMEX_UK

BEING THE BEST FOR FAMILIES

Back To Work Training



Well done to everyone who has participated in back to work training this week. It's critical to start a new year focusing on the main priority of keeping everyone safe each day.



Thank you to the teams at Marine, Leyburn, Halkyn, Wenvoe, Yorkshire and Humberside, North West, South Coast, East Anglia, Home Counties and Northfleet for sharing their meetings in Yammer.

Update To UK Drugs And Alcohol Policy



The UK Drugs and Alcohol Policy has been updated to include an equivalent measure for alcohol levels and better reflect the way test results are reported.

The change is as follows: "A positive alcohol test result will be recorded if alcohol is detected in the donor's breath sample at a concentration equal to or above 22 micrograms of alcohol per 100 millilitres of breath (equivalent to 0.46 grams of alcohol per 1 litre of blood (% [w/v]), in two consecutive breath tests."

There is no change to the level of alcohol that determines a positive result, this is purely an administrative change for the Policy to align with the way results are reported by the testing laboratory.

The updated policy can be found via the following link. <http://shift.cemex.com/wikis/home?lang=en-us#!/wiki/CEMEX%20Policy%20Center1/page/UK-%20Drugs%20And%20Alcohol%20Abuse%20Policy>



Remember some important DO's and DON'Ts regarding Drugs and Alcohol in the workplace.

DO's

- Report any suspicion of anyone under the influence of Drugs or Alcohol
- Declare any medication (prescribed or over the counter) that may affect your work
- Cooperate with any request for Drug or Alcohol testing
- Be aware of residual Alcohol levels the morning after consuming Alcohol

DON'Ts

- Attend work under the influence of Drugs or Alcohol
- Consume Alcohol on Company premises
- Take any Drugs on Company premises (other than prescribed or over the counter medications)
- Drive under the influence of Drugs or Alcohol

Beat The January Blues



January can often be quite a bleak month and the team at Dove Holes have been trying to spread a little happiness with this 'Happiness Calendar'.

For each day of the month there is a little task to do to help you feel more content all headed up with a great quote from the Dalai Lama: "Happiness is not something ready made. It comes from your own actions."

Suggestions include: 'take a different route today and see what you notice', 'say hello to a neighbour and get to know them better', 'count how many people you smile at today'...simple things which make us and others feel happier and appreciate January a little more! Thank you to Nicola Drabble for sharing this idea.

Print one out today for your office or home. A copy can be found at the end of this document, in the download section of the UK News website or at: www.actionforhappiness.org

BEING THE BEST FOR CUSTOMERS

CEMEX Go Success For Technic Concrete Floors



Great news from Sean Colley about our customer, Technic Concrete Floors. We achieved £1.7m sales with them last year across the UK.

Dave Farrell, their Buyer, has told Sean that CEMEX Go has played a big part in their increased sales and that we are now their preferred supplier. He loves being able to place and track his orders online. As one of the first adopters in the UK this is a success story for all involved.



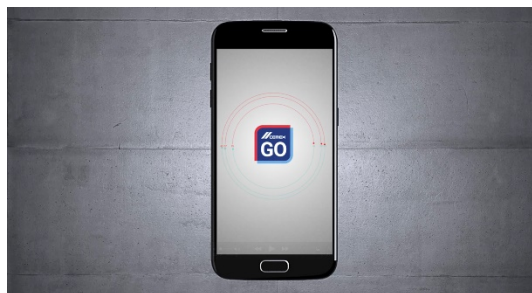
Neogem Has A Very Famous Fan!



A fantastic story from over the pond – we recently completed a job at the infamous Inter Miami Lockhart Stadium in Florida, aka David Beckham's new MLS Football Club.

CEMEX proudly supplied approximately 2,550 tons of neogem Turfstone and neogem TopStone – a specially designed coarse and fine drainage layer product with high water permeability and good inter-locking results, providing stability to the ground without compacting.

2019 – CEMEX Go Year In Review



The UK Digital team would like to say thank you to everyone in the business for their great efforts on the achievement of CEMEX Go results in 2019.

Order Adoption Summary

Finishing the year at 39% adoption of orders, we processed 73,814 digital orders in 2019, we have 3,876 registered customers and 8,429 users on the CEMEX Go online store. Well done to all the Commercial teams and the Planning

offices for the engagement and administration of customers orders in CEMEX Go.

Aggregates Summary

Aggregates compliance has grown from strength to strength, month on month, and the linear backbone of progress is definitely on the up – a massive thanks go to all the Weighbridge, Planning, Logistics and Haulage teams NATIONALLY who have made this happen so quickly, given the steep learning curve and occasional challenges due to the system developments and improvements. Putting the scale of the challenge into context we deliver 5,000 external deliveries EVERY WEEK, on over 200+ CEMEX Own Fleet vehicles, and 600+ haulier vehicles, operated by 1,000 individual drivers – great job!

Every journey begins with the first step, and we have made massive digital strides ever since – let's continue on this road in 2020!

Readymix Summary

- Readymix adoption has steadily grown since full UK rollout in February this year and we are now consistently the best in class in terms of IHC/Own Fleet adoption in Europe.
- October saw our best adoption to date with 93.5% of all IHCs using engaging with our digital solution.
- Tracking deliveries through our Planning offices has been a real 'game changer'.
- IOS and Android solutions now in full operation for 3rd party spot hire vehicles and will be part of criteria for preferred vendor use in 2020.
- Mortar solution also now in play and full UK rollout through Q1 2020.



BEING THE BEST FOR SHAREHOLDERS

CEMEX Announces Divestments In The UK



CEMEX has announced that it has agreed to sell part of its UK business to Breedon Group plc, a leading construction materials group in Great Britain and Ireland. Breedon will pay \$US235m including debt of approx. US\$31m for the divested sites which are in markets with a better fit for the buyer. The proceeds from this divestment will be used mainly for debt reduction and general corporate purposes.

The business being sold comprises 49 readymix plants, 28 aggregate quarries, 4 depots, 1 cement terminal, 14 asphalt plants and 4 concrete products operations. Part of the Paving Solutions business is included in the sale as well as some inactive sites and they will all be integrated into Breedon's business. Details of the active sites included in the transferring business have been provided.

CEMEX remains committed to the UK market, after the divestment we will have approx. 2,200 employees contributing to annual sales revenues in excess of £600M (based on 2018 Full Year results). The profit margin of UK will increase as the combined performance at a business level of the assets being sold is below the performance of the retained UK assets.

Following the divestment the UK portfolio will include 2 cement plants and Tilbury mill, 138 ready-mix plants, 27 active aggregate quarries, 12 depots, 10 aggregate wharves, 16 asphalt plants, 5 concrete products operations and 4 Dry Silo Mortar plants. We will not completely exit any of the areas affected, retaining 5 locations in Scotland, 6 in the North East and 10 in Wales and the South West. In addition, we will continue to supply cement to the divested operations after the sale.

Breedon already operates 2 cement plants and around 80 quarries, 40 asphalt plants, 170 readymix plants, 9 concrete and clay products plants, 4 contract surfacing businesses, 6 import/export terminals and 2 slate production facilities.

The change of ownership will not happen straight away. It is currently anticipated that the sale will complete at the end of the first quarter 2020, but this will depend on a number of steps that need to happen first, including an information and consultation process with affected employees. In the meantime, it will be business as usual in most respects.

We want to reassure you that we will do all we can to make the transition as smooth as possible. If you have any questions please ask your line manager in the first instance. More information will be coming to those directly affected by the changes over the next few weeks.

CEMEX Upgrades Facilities At Salford To Improve Rail Depot Capability



CEMEX has invested over £300,000 into its Salford Railhead upgrading its track and storage bays to improve safety and allow delivery of hardstone into the site. This important work forms part of a strategic programme to upgrade all of the track at CEMEX sites across the UK.

So far, 300 metres of track at Salford has been replaced along with new ballast, with a further 300 metres planned for this year. In addition,



improvements to the storage bays now mean that for the first time carriages can travel the full length of the storage shed, utilising all ten bays.

As a result, the site can now receive hardstone deliveries from South Wales every two weeks by rail as opposed to using trucks; reducing road movements and offering additional sustainability benefits. These upgrades also ensure increased safety during transportation and discharge.

David Hart, CEMEX's Supply Chain Director for UK & France, commented: "This investment into our railhead at Salford is part of a national four-year programme to raise safety standards across our UK rail operation. We expect to spend a similar figure every year, with work also completed at our Dove Holes site last year."

The improvements at Salford are further complemented by the introduction of new CEMEX-branded wagons, operated in partnership with GB Railfreight. These attractive wagons are regularly used alongside The CEMEX Express, the Class 66 Locomotive unveiled in June 2019.

Dave added: "Rail is an integral component of our supply chain strategy meaning we are investing into our network to ensure it boasts industry-leading safety standards and operates efficiently. As we look to grow our transport by rail in order to maximise the time, capacity and efficiency benefits it offers, this expenditure will allow us to increase our rail deliveries into Salford - all while using stylish CEMEX-liveried wagons!"

John Smith, Managing Director of GB Railfreight, said: "We are delighted to continue our partnership with CEMEX. The introduction of new wagons earlier this year and CEMEX's commitment to supporting rail freight is very exciting, especially considering the need to reduce carbon emissions. Our services have already removed a considerable number of trucks from the road, helping to ensure operations are carried out in the most sustainability way. We look forward to working with CEMEX in 2020 to ensure this partnership continues to flourish."

1,000 More Out Of Hour Deliveries In 2019



We are proud to share with you the performance in 2019 of out of hour deliveries in Cement. Over 8,000 deliveries were made to our internal Readymix business which is 1,000 more than 2017!!! Thanks to the collaboration between Supply Chain and Readymix.

Over 6,000 deliveries were made to our external customers which is 1,300 more than 2017!! Thanks to the collaboration between Supply Chain and Commercial Cement, Craig Williamson.

Well done to the team for their leadership on this important initiative which benefits site safety, customer service and fleet efficiency.



BEING THE BEST FOR COMMUNITIES

Bird Barge....



Here's Maureen the Moorhen getting a ride on the tug back to land at Denge quarry. She likes eating banana and bread and is very tame as she is only two feet from the wheelhouse in this photo!

Thanks to David Mccauley, AQM, for putting this on Yammer!!

Are You Ready To Big Garden Birdwatch?



We want to encourage all CEMEX employees to participate in the RSPB Big Garden Birdwatch this month. It's so easy to make a difference for the environment; take part in the world's largest wildlife survey between 25th –27th January and do something great for nature.

Just choose an hour any time over the three days and enjoy time with nature counting birds.

With over half a million people now regularly taking part, coupled with 40 years worth of data, Big Garden Birdwatch allows the RSPB to monitor trends and helps them understand how birds are doing. As the format of the survey has stayed the same, the scientific data can be compared year on year, making your results very valuable to scientists.

With results from so many gardens, the RSPB is able to create a “snapshot” of bird numbers across the UK.

For more information please visit: https://www.rspb.org.uk/get-involved/activities/birdwatch/?source=BWLITH0309&channel=paidsearch&source=BWLITH0309&gclid=EAlaIqobChMI3uG77Znv5qIVQbDtCh0dXAUREAAYASAAEgKzuvD_BwE

PJ Day At Preston Brook



At Christmas it is always great to think about people who may need a little support over the festive period.

With this in mind, the Preston Brook Office team held a come into work in pyjama day and raised £90.50 to buy food and essential provisions for Runcorn Foodbank.

It was a great team fun day for charity with Amy Bunt awarded Best of Team for the event. Pictured left to right: Amy Bunt, Abbie Le Surf, Siobhan Edgar, Tasha Smith, Lucy Enright, Chloe Turner, Jennifer Cliffe, Rhianne Shannon, Colette Bentham and Danni Robinson.



Are You Having A Laugh?



The annual comedy night at The Benn Hall in Rugby is just a month away and all CEMEX UK employees can receive £2 off per ticket when code - **CEMEX 2020** is used at point of purchase.

Enterlude Bring Another Huge Night Of Comedy To Rugby Featuring Stars of Stage, Screen & Radio!

Rugby event creators, Enterlude, are bringing stars of stage, screen and radio to The Benn Hall, Rugby on Friday 7th February 2020.

Check out one of their biggest and most hilarious line-ups yet. Headlined by Angelos Epithemiou, cult comedy favourite of Vic & Bob's Shooting Stars, bringing us part of his UK tour show, stand-up comedy royalty, Junior Simpson, the joyously hilarious MC Ben Van Der Velde and more TBC!

Do not miss this one it will be very special. Tickets available now – full price £18.50!

www.enterlude.co.uk or www.ticketsource.co.uk/enterlude

BEING THE BEST FOR EMPLOYEES

Discounted Waste Collection Service For CEMEX Employees



Biffa look after our national general waste contract and as large customer have offered all CEMEX employees a discounted waste removal service for use at home.

Skoup is a no-fuss, no-hassle way to get rid of all your unwanted stuff from home. Any old furnishings, electronics or rubbish, they will come and collect them by bag, skip or van.

Skoup is available exclusively online. They are also offering a 10% discount when you place your first order (simply quote CUSTOMER10).

Why not share this email and leaflet with colleagues, suppliers and family, who will all benefit from a great discount, too?

Book now or find out more at www.skoup.co.uk. A copy of the leaflet can be found at the end of this document and in the download section of the UK News website.



May Bank Holiday Change



A note for your diaries in case you weren't aware..... this year's early May Bank Holiday is changing from the 4th May to the 8th May.

15 Years For Rob



Congratulations to Rob Wilkinson, Supply Chain and Logistics Manager, on 15 years service.

Thanks for your loyalty and dedication over the years.

25 Years For Mick Butler



Thank you to Relief Plant Manager, Michael Butler (pictured left), who has reached the 25 year service milestone with the company.

Mick started life out working as a Readymix Technician in the Greater Manchester area before becoming Plant Manager at Bury Readymix plant. Today Mick plays an integral role as Relief Plant Manager ensuring our high-flying plants in Central Manchester are on point.

Congratulations Mick, here's to many more years to come!

Update On Travelling Overseas Procedure



Please be aware that following a restructure the Business Traveller Support service provided by the Global Security Operations Centre has been suspended.

The contact card provides details about who to contact if you need assistance when travelling abroad for business reasons alongside medical insurance policy numbers.

For monitoring purposes please contact Ellen Frances Boylin at: ellenfrances.boylin@cemex.com prior to each trip with itinerary details.



CEMEX Lifestyle January Holiday Offers



CEMEX Lifestyle has a brand-new 'Holiday Discounts' website which allows you to see the latest travel trends and get some inspiration on this year's must-visit destinations. Their dedicated travel agency 'Holiday Discounts' will hunt out deals with up to an additional 10% off holidays from over 200 tour operators. All the holidays are ABTA and ATOL protected so you know you're in safe hands.

How To Book

Email: travel.uk@sodexo.com to request a call back or let us know your budget and where you'd like to go and we'll put together your ideal holiday package.

Give us a ring on 01908 303531 and one of our friendly travel experts will tailor your perfect getaway based on your budget and needs. Alternatively, if you've found your own deal online, we'll see if we can beat it. There is no request too big or far-fetched for our travel experts.

Fancy a holiday closer to home? No problem!

Find your ultimate break with Cottages.com, from luxury houses and castles in the UK to historic chateau's in Europe. Secure your 2020 holiday with a low deposit of £25, plus get 10% off when you book between 23rd December – 31st January 2020 via our pre-discounted website.

Discover the great outdoors with Hoseasons; holidays designed with families in mind, to enjoy more time together. Save 10% when you book through your Employee Benefits Platform. You can secure yours with a £25 deposit – what's there not to love!

For the more adventurous, a James Villa Holiday might be right up your street. From summer in the Algarve to winter in Lanzarote, and short haul jaunts in the Balearic Islands to exciting getaways in long haul Florida – the choice is yours. Save up to 10% on your booking via your platform.

Have you already booked your holiday, but still need to arrange travel to the airport and your holiday extras? National Express are offering savings of 20% on coach travel when you book via your benefits platform. Plus, you can save up to 30% on airport parking, 10% on airport hotels, airport lounges and holiday transfers with Holiday Extras.

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
406-12-2019	Maintenance Support – Welding and Fabrication	Cement Operations UK	South Ferriby Cement Plant	10/01/2020
407-12-2019	Quarry Electrician	Materials UK North West	Halkyn Quarry	10/01/2020
01-01-2020	Estimator	Building Products – Floors	Wick Office	16/01/2020
02-01-2020	HGV Driver	Logistics	Swinderby Quarry /Willington Quarry	31/01/2020



03-01-2020	LGV Driver	Logistics	Dove Holes Quarry	31/01/2020
04-01-2020	Area Sales Executive – Aggregates	Materials UK South	South Coast	24/01/2020
05-01-2020	Assistant Quarry Manager	Materials UK South	Sandgate Quarry	17/01/2020
06-01-2020	Operative	Materials UK North - Scotland	Cambusmore Quarry	16/01/2020
07-01-2020	Relief Plant Manager	Materials UK South	London	28/01/2020

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.



JANUARY OFFERS

Great discounts on big brands



Wow! Check this out!

HOLIDAY DISCOUNTS

Our dedicated travel agency 'Holiday Discounts' will hunt out your 2020 holiday with up to 10% off 200+ tour operators. ABTA and ATOL protected.

UP TO 10% OFF



 cottages.com

Book your 2020 cottage holiday for just £25 deposit and save 10% on your booking when booked between 23rd December – 31st January 2020.

SAVE 10%



 James Villas

Save up to 10% on your next James Villa Holidays with over 3,000 handpicked villas in more than 60 destinations, you'll be spoilt for choice.

SAVE UP TO 10%

 HOSEASONS
By Wyndham Vacation Rentals

Secure your 2020 holiday for just a £25 deposit and save 10% on your booking.




SAVE 10%

 national express


Booking a 2020 staycation? Take the stress out of driving and save 20% on coach travel with National Express.



SAVE 20%

 holiday extras

Save up to 30% on airport parking and 10% on airport hotels, UK airport lounges and resort transfers.



UP TO 30% OFF

Want to find out more?
Visit: www.cemexlifestyle.co.uk
Call: 01908 303531



Full terms and conditions apply – visit your benefits website for full details







HAPPY NEW YEAR CALENDAR - JANUARY 2020



SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

"Happiness is not something ready made. It comes from your own actions" - Dalai Lama

5 Get moving. Do something physically active (ideally outdoors)

6 Say something positive to everyone you meet today

7 Take ten minutes to sit still and just breathe

1 Find three good things to look forward to this year

2 Make time today to do something kind for yourself

3 Spread a bit of happiness by doing kind things for others

4 Write a list of things you feel grateful for in life and why

12 Switch off all your tech 2 hours before bedtime

13 Be gentle with yourself when you make mistakes

14 Take a different route today and see what you notice

8 Look for the good in others and notice their strengths

9 Learn something new and share it with others

10 Thank three people you're grateful to and tell them why

11 Have a friendly chat with a stranger

19 Get back in contact with an old friend you miss

20 Go to bed in good time and give yourself time to recharge

21 Take a small step towards an important goal

15 Put a worry into perspective and try to just let it go

16 Get outside and notice five things that are beautiful

17 Eat healthy food which really nourishes you today

18 Make something happen for a good cause

26 Say hello to a neighbour and get to know them better

27 Challenge your negative thoughts and look for the upside

28 Count how many people you can smile at today

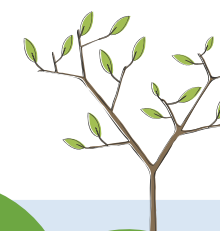
29 Use one of your personal strengths in a new way

30 Ask other people about things they've enjoyed recently

31 Write down your hopes and plans for the future

25 Put away your devices and focus fully on who you're with

ACTION FOR HAPPINESS

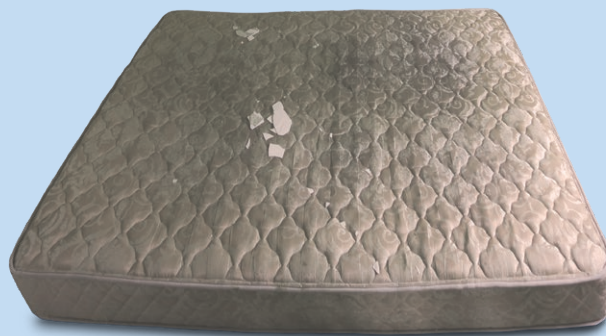


www.actionforhappiness.org

Find out more about the Ten Keys to Happier Living, including books, guides, posters and more here: www.actionforhappiness.org/10-keys



Scabby sofa?



Manky mattress?



Trashy stash?

skoup.co.uk

Skoup is our **NEW**, no-fuss, no-hassle way for people to get rid of their stuff. And we want our valued customers to be the first to benefit. If it's a skip you need, a man with a van, or a simple bag collection, book online with your credit or debit card and use your exclusive **CUSTOMER10** discount code.

Skoup®

The simple way to get rid of stuff.

Skip it. Van it. Bag it.

