



Welcome to UK News 15th January 2020
your weekly update from around CEMEX UK

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BEING THE BEST FOR FAMILIES

2020 Vision On Safety



With the back to work meetings under our belts, it is good to take a moment to reflect on some of our headline health and safety achievements across the UK in 2019.

- For the first time in three years there were no recordable fatalities.
- We suffered just one employee LTI, something we only achieved once before, back in 2013... of course, we mustn't overlook the three contractor LTIs.
- Our employee LTI rate of 0.2 was within the challenging CEMEX Global target.
- We reduced TRIs by 26% compared with 2018, with employee TRIs were down from 11 to 7 and contractor TRIs down from 8 to 7.
- We achieved our lowest Employee TRI Frequency Rate on record:

Year	Employee TRI Rate
2015	1.9
2016	1.6
2017	1.5
2018	1.7
2019	1.1

With the announcement of the sale of part of the business it is, however, essential that we don't overlook the increased potential for injury that comes with distraction and change.

Please continue to step in and look out for yourselves and each other.



Stay Awake At The Wheel....



You should have seen a Global Safety Alert this week. This relates to a tragic incident towards the end of last year where a contract haulier, who was working in our operations overseas, sadly died when he lost control of his truck and it overturned. It is believed the driver fell asleep at the wheel.

The road safety charity, Brake, quote a study that found one in six road traffic collisions resulting in death or injury are fatigue related, with 40% of these involving commercial vehicle drivers.

Many factors increase the risk of us being involved in a fatigue related crash including:

- **Lack of sleep or disturbed sleep:** This could be due to disruptions in life such as a new baby, busy schedules or stress, or could be due to sleep disorders such as narcolepsy, insomnia or sleep apnoea.
- **Time of day:** The most common times for drivers with normal sleep patterns to fall asleep at the wheel are early morning (2am-6am) and early afternoon (2pm-4pm). These times are when the body clock reaches a natural dip, causing drowsiness and reduced concentration.
- **Stress:** Tiredness and difficulty concentrating are typical symptoms of stress.
- **Irregular sleep patterns:** This can be a problem caused by irregular work shifts and switching from day to night shifts without having sufficient time off in between for your body clock to adjust. Research has found shift workers are particularly high risk for sleep-related crashes.
- **Driving for long periods:** Research has found driving deteriorates after two hours of continuous driving, as you become less able to concentrate, and slower to react to hazards. The longer you drive, the more rest you need to recover driving performance. Breaks are therefore recommended every two hours.
- **Vehicle engineering:** Modern vehicles are usually quiet and comfortable for the driver, meaning a more relaxed drive. This can lull drivers, particularly in vehicles fitted with comfort-enhancing features such as cruise control.
- **Medication:** Some prescription and over-the-counter drugs can cause drowsiness and impaired alertness. Medications may carry warnings that are not clear they impair driving, for example small print that only advises not to operate heavy machinery. Learn more about drug driving.

Please review this Alert and the common causes of fatigue with drivers, including contract hauliers, and remind them that the best way to avoid driving tired is to get plenty of rest beforehand, particularly if setting off early in the morning: at least seven to eight hours sleep is recommended. Drivers are advised to plan long journeys to include rest breaks of at least 15 minutes at every two hours and, if tiredness kicks in before then, it is important to stop and rest as soon as possible.

When taking a break, the only cure for tiredness is sleep. Having a nap for 15 minutes is more effective in reducing driver sleepiness than an active break, such as getting out of the vehicle and walking around. While drinking caffeinated coffee or an energy drink can be effective in reducing driver tiredness over short periods, this is only a short-term solution and cannot replace regular breaks and sufficient sleep.

The Alert, at the bottom of this document or in the download section of the UK News website, should also be displayed on relevant noticeboards.



Raynes Quarry Team Back To Work



Thank you to the team at Raynes Quarry for supporting the New Year Back to Work initiative by taking the time out to focus on safety and health for 2020.



Clear Your Windscreen Before You Drive.....



Don't forget to clear your windscreen before you set out in your cars. Especially in the winter it can be too easy when you are in a rush not to wait for your windows to de-mist.

If you are in any doubt about why you should wait those couple of extra minutes before you set out, read this BBC report of a driver who didn't wait: <https://www.bbc.com/news/uk-scotland-edinburgh-east-fife-50464541>

Dagenham Wharf Tech Improves Safety



David Hakes, Engineering Project Manager at Dagenham, shared this novel use for technology at the wharf:

“Great use of technology to improve the safety and quality for new fender project. We've used a drone to scan the existing mooring fenders and create a point cloud model. The model is used to make a unique backing to each new fender fronting, avoiding all the existing bolts and imperfections on the existing rough face.

This means the job of installing the new fenders will be much quicker. It will significantly reduce working time on the water and provide a better fit so the fenders should last for longer.”

BEING THE BEST FOR CUSTOMERS

CEMEX And Turners Bulk Cement Partnership



CEMEX has agreed a new partnership with Turners, one of the UK's largest privately-owned transport companies. This contract will see Turners operating 20 bulk cement tankers for CEMEX across the country.

Utilising Turners fleet provides increased capacity and flexibility in our haulage operation, allowing the supplier to better meet customer demand.



David Hart, Supply Chain Director for UK & France, commented: “We are always looking for ways to improve our logistics operation, and this partnership with Turners will create new flexibility in our service, thanks to their large fleet of safe and efficient HGVs. Turners boast considerable industry experience and we have the same dedication to high safety standards and striving for zero harm. We are excited to work with Turners and explore how our work together could further develop to serve our customers.”

Paul Day, Turners Managing Director, commented: “We are delighted to secure this contract with CEMEX providing our industry expertise, flexibility and high levels of service and safety. We are confident that this new partnership will deliver the longer-term operational benefits that CEMEX require.”

BEING THE BEST FOR SHAREHOLDERS

New Loading Wall For Dove Holes



Over the Christmas break we invested £250,000 in a new loading wall for our rail depot at Dove Holes. The new wall will increase loading speeds and help supply the growing South East market.

The project was one of the first to go through the new ‘fast track’ approval process for CAPEX which has been established to allow for very quick investment decisions for projects with pay back of less than 12 months.

Op Ex Winners



Congratulations to the teams at Bramshill quarry and Wenvoe quarry for winning the October and November Operational Excellence best ideas competition.

Bramshill team installed HDPE pipes straight from the supply discharge which now discharges fresh water straight into the freshwater lagoon. This will save around £12,000 OCF a year.

Wenvoe quarry team used monthly ‘waste walks’ to reduce pump fuel usage by 25% and identified surplus equipment to eliminate monthly hire costs. This is a saving of around £28,000 OCF per year.

Mark Beagrie has produced a great newsletter summarising all the great Operations Excellence from around the business. Keep on looking for ways to improve our operational efficiency.



Record Year For Rail



Overall in 2019 in the UK our railway journeys have replaced approx. 133,000 truck journeys from the roads....

2019 was a record year for the amount of our materials moved by train, beating our previous best year in 2017.

Dove Holes is the main star of the show, but the following depots also had their best years for rail supplied volumes: Attercliffe, Leeds, Luton and Warrington.

BEING THE BEST FOR COMMUNITIES

RSPB Big Garden Bird Watch Next Week....



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=EALalQobChMI3uG77Znv5qIVQbDtCh0dXAUREAAYASAAEgKzuvD_BwE

Matt Runs For The Lily Foundation



Matt Tranter, UK Commercial Manager, is running the London Landmarks Half Marathon in support of the Lily Foundation.

Matt commented on LinkedIn: “I’m doing it all again. I said once was enough but clearly it wasn’t. I’m running the London Landmarks Half Marathon (yes!) in support of [The Lily Foundation](#) and in memory of our daughter, Lauren.

Mitochondrial Disease affects children and adults and there is no known cure and very limited treatments available. The work done by Liz and the team at The Lily Foundation has raised vital funds



to enable more research, which in turn has led to us having a genetic diagnosis and more importantly, the chance to have healthy children. It's a great cause and they are great people. I know it's just been Christmas, but any money you have to donate will go such a long way to help families just like ours."

If you'd like to support Matt here is his JustGiving page:

<https://www.justgiving.com/fundraising/mathew-tranter1>

BEING THE BEST FOR EMPLOYEES

Want To Nominate A Colleague?



Who do you think deserves a Thanks For Your Effort Award?

Nominate any colleague you think has gone above and beyond their day job and demonstrated any of the CEMEX values.



Email: gb-hrplanning@cemex.com for a nomination form.

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
08-01-2020	Multi Skilled Operative	Asphalt	Selby Coating Plant and Depot	24/01/2020
09-01-2020	Operative	Materials UK South – Home Counties	Luton Readymix Plant	24/01/2020
296-10-2019	Mini Mix Driver – Class 2	Materials UK South West	South Wales	27/01/2020
339-12-2019	Category Manager – UK, France and Spain for Materials and Related Businesses	Procurement	Rungis Office (France) or Rugby Office (UK)	27/01/2020
10-01-2020	Transport Controller Nights (23.00 to 07.00 Monday – Friday)	Supply Chain Cement	Rugby Cement Plant	24/01/2020

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.



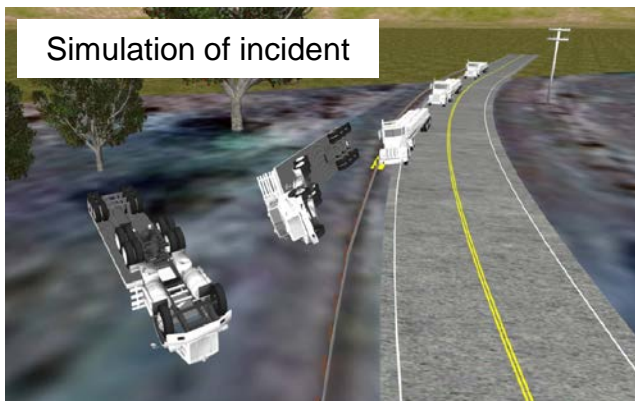
GLOBAL SAFETY ALERT

CONTRACT DRIVER FATALLY INJURED AFTER FALLING ASLEEP

INCIDENT DETAILS

A contracted driver was delivering bagged cement to a customer when he lost control of his truck, which then left the road and rolled over. The driver suffered fatal injuries as a result of the incident.

Simulation of incident



Final position of truck

KEY FINDINGS

- The evidence suggests the primary reason the driver lost control was because he fell asleep
- Although the driver had sufficient rest breaks, it's believed the combination of the warm weather and his recent lunch may have created the tiredness
- No brake or skid marks were found on the road and the GPS confirmed he was travelling under the speed limit
- No defects were identified on the truck and it had been maintained according to the required standards
- The driver had been trained, he was included in the third-party approval system and he was wearing his seatbelt
- Opportunities to strengthen journey planning and fatigue management procedures were identified

MANAGERS - KEY POINTS TO CHECK

- The CEMEX Global Fatigue Management requirements for drivers are in place and followed
- Driver training includes fatigue management procedures, including rest periods
- Effective journey planning processes are in place, particularly those involving long distances
- VFL 'drive along' activities are carried out to help influence safe driving behaviours
- All drivers fully understand our Driving Essentials and the requirements are strictly enforced

ALL PERSONNEL – ACTION TO TAKE

- Never drive tired!
- Always stop in a safe place to rest whenever you feel tired – you can put yourself and other road users at risk if you don't
- Plan your journey, especially long distances and know where safe rest places are located
- Eat lighter, nutritional meals and drink plenty of water to help avoid tiredness
- ALWAYS follow the CEMEX Driving Essentials!



Journey Planning



Fit & Alert



Remember