



Welcome to UK News 22nd January 2020
your weekly update from around CEMEX UK

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BEING THE BEST FOR FAMILIES

Europe Region 2020 Health And Safety Improvement Plan



The Europe Region 2020 Health and Safety Improvement Plan is now available and can be found at the end of this document or downloaded here: <http://www.cemexuknews.co.uk/downloads/>

The Plan was developed following a detailed review of the findings from the site self-assessments against the CEMEX Health and Safety Management System, which were completed by Managers and Supervisors towards the end of last year, and the Health and Safety Inspections carried out by the Health and Safety teams throughout 2019, along with consultation through the National Health and Safety Committee and consultative forums.

We have avoided trying to cover too many topics in the Plan, preferring to focus on key activities such as guarding standards, isolation procedures, traffic management and contractor and driver certification, which if addressed robustly across all operations, should greatly benefit our health and safety standards and support us on our journey to Zero4Life performance. Also included in the Plan are a number of health initiatives, which are aligned with the new 2020 CEMEX Global health promotion programme.

With effective implementation of the Plan, we look forward to continuing to improve our health and safety performance and, most importantly, Looking After Ourselves and Each Other... our number 1 Safety Essential!

16 Years LTI Free At Cambusmore



A big thank you to all the staff at Cambusmore quarry past and present for helping to reach a significant milestone of 16 years LTI free. This has only been achieved with a true commitment to health and safety.

We should all be very proud of this achievement but let's keep focused and don't let our standards drop. Well done!



Safety Alerts.....



Two Safety Alerts have been shared with us recently, one by Highways England relating to a fatal incident earlier this month on a Balfour Beatty site in Birmingham, and the other from Network Rail, where an incident caused serious burns to one of their staff.

The fatal incident was associated with a fall from height and the circumstances could be relevant to some of our operations; two contractors were working from a scissor lift, which was struck by an overhead crane causing it to topple over, resulting in the death of one of the operators. While we don't know all the facts, there are some basic principles that help prevent this type of incident:

- Works should be effectively planned, with risk assessments and method statements in place
- As part of planning any none routine works, it is essential that interrelating activities are coordinated
- Contractors must be inducted to ensure they are aware of the safe systems of work, competent for the tasks in hand and authorised
- All work at height requires a Permit to Work and should be closely supervised
- Work at height should be segregated, with any equipment that could enter the work area being effectively isolated

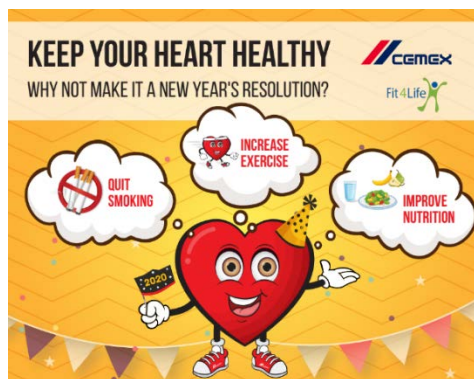
The second Alert, from Network Rail, details an incident where a member of staff suffered burns to one of his legs and hands while working with a petrol-powered disc saw. While the use of such equipment is increasingly uncommon, with safer alternatives being preferred, petrol powered tools may be more widely used for gardening or DIY tasks at home. The Alert highlights some of the risks and precautions required with this type of equipment.

Please discuss the Alerts as appropriate with your teams, encouraging everyone to STOP, THINK & CHECK that they have taken the necessary precautions to keep themselves and others safe, whether at work, or at home.

The safety alerts can be found at the bottom of this document or downloaded here:

<http://www.cemexuknews.co.uk/downloads/>

Meet Cardi-O!



One of the health and safety communication priorities this year will be raising awareness and promoting heart health.

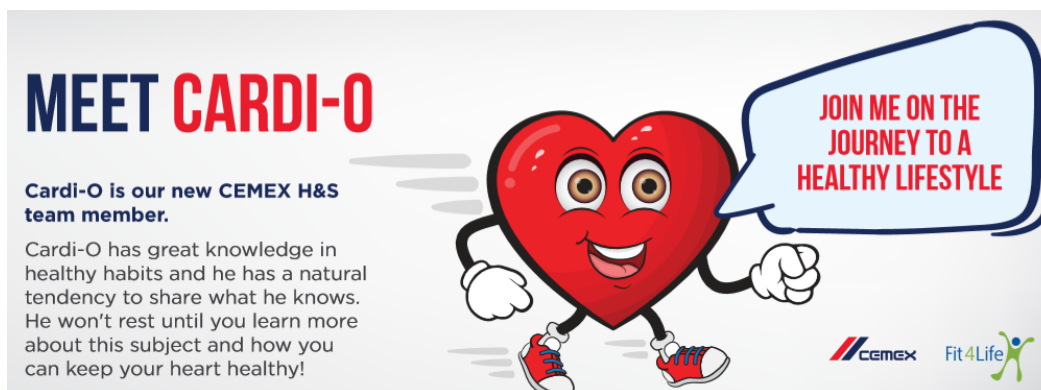
Heart disease is the No.1 cause of death worldwide, and sadly, this has also been reflected in the reported cases that have involved our workforce. That is why it was agreed that in CEMEX we should embark on this campaign to raise awareness and to encourage healthier habits as much as possible.

First up, why not make keeping your heart healthy a New Year's resolution? Key areas to focus on include improving nutrition, increasing exercise and quitting smoking. Find out more info

here: <https://www.bhf.org.uk/informationsupport/support/healthy-living>



As you recall, a “Name the Character” global contest was launched last October. Cardi-O is the name of this new character, which will be focused on sharing knowledge about healthy habits throughout the year.



Please reach out to your local Health & Safety team if you have any questions or comments and watch out for more advice from Cadi-O coming soon!

BEING THE BEST FOR SHAREHOLDERS

Update On UK Divestments



After the significant announcement made to all CEMEX UK employees on Wednesday 8th January, we wanted to take the opportunity to follow up with you and reflect on the reactions we as a senior leadership team have received so far.

The strategic decision to divest some of our sites to Breedon is part of our ongoing strategy to focus and grow in the UK metropolitan markets whilst reducing our global debt. Other CEMEX European countries including France, Germany and Spain have also divested sites in the last two years.

However, we recognise that many people are feeling apprehensive about the news and may be concerned for themselves and their colleagues.

To those who will remain in the CEMEX team, please be assured that the future is exciting and will bring many opportunities. We are confident of financial growth, building on the positive results we achieved in the UK and Europe last year. CEMEX UK remains a large business, an important industry player and will continue to contribute to the success of CEMEX globally. The sites being retained are those which will enable us to serve our target markets more effectively and enhance our customers' experience. To further support our strategy significant capital investments are planned, expanding on those that were carried out last year.

For those who will be joining Breedon, this will bring you opportunities in a well-respected company which also has a positive future. Your experience, skills and commitment will be an asset to them.



We ask everyone to keep working with professionalism and focus and most importantly stay safe and healthy during the transition period.

We are committed to completing this divestment such that all employees are treated fairly and are kept well-informed; whether they stay with us and help us to build a stronger future; or move to be part of Breedon's business. We will continue to communicate with you all throughout the process.

If anyone needs to talk further about this, please contact any of us directly, and thank you in advance for working together to manage this transition period. We have also created a dedicated Sharepoint site, which contains details about the divestments:

<https://cemex.sharepoint.com/sites/UKDivestments20202>

Sergio And Michel Visit UK Midlands Sites



Sergio Menendez and Michel Andre visited a number of our Aggregates and Readymix sites in the UK Midlands last week, including Redditch and Kings Norton. As you know the Midlands is one of our key metropolitan markets with future growth potential.

Well done to all our colleagues who hosted Sergio and Michel and ensured they enjoyed their trip.

Sergio commented: "During the visits we completed VFLs together with our site teams. I encourage everyone to keep vigilant during these colder, darker months to stay safe and look after each other!"

BEING THE BEST FOR COMMUNITIES

Have You Seen Any Of These Winter Visitors?



Do you ever wonder why you see so many Robins in the winter? Perhaps you thought it was just because the leaves were missing from the trees? Well, although that does make wildlife more visible, the truth is we have a lot more Robins in the UK in the winter. Robins from central Europe migrate here because we have a warmer/milder winter than Europe's continental climate.

Lots of birds visit here for our island winter climate; Redwings, Fieldfare and Brambling which nest in Norway, Scandinavia and the Arctic move south to us for warmer winters. The particularly tame Waxwings are another arctic circle breeder and winter visitor and their love of berries mean they are often seen at shopping centre car parks on trees; rowan or hawthorn and holly.

Many of our quarry staff will have seen influx of geese and ducks this time of year too; Pink feet, Pintail, Widgeon, Goldeneye, Goosander, all breed in the arctic and come to the UK for the milder weather. They often spend an hour or two on a quarry pond or in a restored wetland before moving off to the coast to feed on salt marsh and coastal farmland. These birds spend the winter moving between estuaries in the east and west, traveling from The Wash to the Forth of Firth and always flying in that classic aerodynamic V formation.



If you want to find out more about birds in your garden or at your quarry, why not take part in RSPB Big Garden Bird Watch – more info later in this issue? If you're counting birds at a quarry, you'll also be helping CEMEX biodiversity monitoring, so keep this list and add to the site's biodiversity file or send to: jenny.oldroyd@rspb.org.uk, CEMEX Conservation Advisor. (Image credit: Tim Melling)

Help Support The UK Sepsis Trust



Dig deep and show some support to Mike Greer, CEMEX UK's Energy Manager, who is taking on an incredible challenge later this year to raise money for the UK Sepsis Trust.

Over two days in June Mike will be completing a 100km (62 mile) Ultra Marathon in the Lake District (yes this will also be very hilly); the plan is to run the first day and then run, walk, crawl the second.

Mike explains: "I have never really done anything like this before but for a number of years I have wanted to complete an event to raise awareness and fundraise for the UK Sepsis Trust.

Sepsis is known as the silent killer and claims on average 44,000 lives a year in the UK alone. I personally had no idea of the symptoms of Sepsis until a friend on my Facebook (a former CEMEX employee) experienced a tragic loss and he and his family campaigned to help others understand the symptoms and what to look out for, which has inspired me to do this challenge and to help spread awareness of the symptoms among my family and friends.

Sepsis is an indiscriminate condition and what surprised me about it is it can develop from what could be considered relatively minor infections (e.g. UTIs, lung infections). Sepsis is a reaction to an infection in which the body attacks its own organs and tissues. If not spotted and treated quickly, it can rapidly lead to organ failure. The numbers are staggering — every year in the UK 250,000 people are affected by sepsis; 44,000 people die because of sepsis and 60,000 suffer permanent, life changing after-effects.

If you are able to donate to the UK Sepsis Trust it would be much appreciated, however, if not please take a moment to look over the odd poster I put up around the office which will explain the key symptoms to look out for."

When it comes to Sepsis, awareness is key, so if you know someone who is on antibiotics, has a fever/flu like symptoms and becomes very unwell, ask yourself could it be Sepsis?

Symptoms in Children

Breathing very fast, has a fit or convulsion, looks mottled, bluish or pale, has a rash that does not fade when you press it, is lethargic or difficult to wake, feels abnormally cold to touch, has not passed urine for a day.

Symptoms in Adults

Slurred speech or confusion, extreme shivering or muscle pain, passed no urine in a day, severe breathlessness, illness so bad they fear they are dying, skin mottled or discoloured.

Sponsor Mike here: <https://www.justgiving.com/fundraising/michael-greer3>



Reminder: Big Garden Birdwatch This Weekend



We want to remind all CEMEX employees to participate in the RSPB Big Garden Birdwatch this weekend.

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 are able to create a “snapshot” of bird numbers across the UK.

For more information: https://www.rspb.org.uk/get-involved/activities/birdwatch/?source=BWLITH0309&channel=paidsearch&source=BWLITH0309&gclid=EALalQobChMI3uG77Znv5qIVQbDtCh0dXAUREAAYASAAEgKzuvD_BwE

BEING THE BEST FOR EMPLOYEES

Sad News....



We are sad to report that Geoff Shrubbs, formally Maintenance Manager (Readymix London & South East) has died after a long and brave battle with cancer. He worked with CEMEX for 31 years having retired in July 2018 and was known and loved by many.

Geoff's funeral arrangements are as follows:

11am on 29th January at Worthing Crematorium, followed by a wake at The Black Horse Findon. Casual dress preferred.

Post codes: Crematorium BN14 0RG. Wake BN14 0SX

Cards can be sent to Geoff's home address – speak to Kevin Dodsworth if you would like this.

Donations can be made to Co Op Funeral Services (Worthing) which will then go to one of two nominated charities - MacMillan & Cancer Research.

It is important that anyone wishing to attend the wake confirms attendance so that the family can estimate the number of people to cater for. Please contact Kevin by email or phone by the end of the week or sooner if possible.

RIP Geoff



40 Years Service For Pete



Congratulations to Pete Hunt, Area Logistics Manager, for an amazing 40 years service.

Thank for your loyalty and dedication Pete!

Happy Retirement Mervin!



A retirement party was held for Mervin Timmis of South Ferriby Works, who has retired after 40 years service at the plant.

Mervin was a Noduliser Attendant for many years and was also the last member of his family to have worked at the site with many of his relatives, including his father, who all had previously worked at South Ferriby.

Pictured is Mervin with his wife, and Team Leader, Rob Campbell.

We all wish Mervin and his wife a long and happy retirement.

Security Alert – Potential Phishing Scam



Please be aware of a potential phishing scam which has targeted CEMEX UK employees. Phone calls have been received from the number **0017084065767**, with the caller stating that they need a contact number for a named person to deliver a parcel. This is a social engineering attempt to gather personal information about employees.

If you receive such a call, do not give them any details and inform the UK security team.

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
11-01-2020	Senior Transport Planner	Materials UK North	North East	30/01/2020
12-01-2020	Multi Skilled Operative	Materials UK South	Gilfach Quarry	05/02/2020



13-01-2020	Multi Skilled Operative including Weighbridge duties	Materials UK South West	Taffs Well Quarry	29/01/2020
14-01-2020	Technical Manager (Special Products)	Quality & Product Technology	UK (National)	03/02/2020
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.



Improvement Plan 2020

HSMS Element	Initiative Name	Actions	Date	KPI
Element 1: Leadership & Accountability	1. H&S Academy	<ol style="list-style-type: none"> Module 1: Training sessions for new leaders Module 2: Completion; program trainings for new leaders Module 3: Completion in 2020 	Jan-Dec	% leaders trained M1 100% M2 95% M3 25%
	2. Guarding and Isolation	<ol style="list-style-type: none"> Review all sites using Guarding and Isolation checklists (INTELEX) and guidelines, with H&S team support Closing of gaps and follow up (INTELEX) 	Jan-Mar Jan-Dec	%full compliance sites 45%
	3. Traffic Management	<ol style="list-style-type: none"> Update situation in all sites using Traffic Management checklists (INTELEX) and guidelines, with H&S team support Closing of gaps and follow up (INTELEX) 	Jan-Jun Jan-Dec	%full compliance sites 24%
Element 2: Risk Management	4. Slips, Trips and Falls	<ol style="list-style-type: none"> Relaunch Get a Grip and Housekeeping campaigns Follow up Housekeeping compliance per site (Inspections Findings) Additional regular activities per site on STF 	Jan-Dec Jan-Dec Jan-Dec	%full compliance sites 27%
	5. Driver Certification	<ol style="list-style-type: none"> Evaluate compliance with Global Driver Certification Model in Europe Implement digital system to control certified drivers (One Card or similar) that enable safe/unsafe behaviours reports linked to individual drivers Compliance with mandatory Driver's Training program (Induction, Defensive Driving, Rollovers...) 	Jan-Feb Mar-Dec Jan-Dec	% certified drivers

Improvement Plan 2020

HSMS Element	Initiative Name	Actions	Date	KPI
Element 5: Contractors Safety Management	6. Contractors management standardization	<ol style="list-style-type: none"> 1. Increase % of contractors companies verified with electronic tool before start working for CEMEX (Third Party Verification program) 2. Improve / Standardize Permit to Work 3. Improve / Standardize Contractors Induction approach: on line and face to face 	Jan-Dec Jan-Jun Jan-Jun	% verified contractor companies
Element 6: Occupational Health & Wellbeing	7. Health Campaigns and Standards	<ol style="list-style-type: none"> 1. Healthy Heart Global Campaign 2. Health Global Standards Campaigns <ol style="list-style-type: none"> a) Work-Life Balance b) Stress Management c) Smoking Cessation 3. Additional activities per site / area 	Jan-Dec Apr-Dec Jan-Dec	#audience reached
Element 7: People, Training and Behaviors	8. Front line employee training (Safe Behaviours)	<ol style="list-style-type: none"> 1. Prepare Global materials, implementation plans 2. Train the trainer sessions 3. Roll out 	Jan-Jun Jul Jul-Dec	% front line employees trained

Additional Initiatives:

- **Central Materials:** Review **disciplinary consequences** and communicate to employees; Review **Take 5** / My Space implementation, evaluate digital application; Thorough review and definition of **SOPs** scope (standard operating procedures)
- **West Materials:** Evaluate increasing internal **RMX drivers** (availability, aging, training, supplier negotiating power)
- **Supply Chain:** Working at heights; maritime standards



Safety Alert

Working at height fatality

15th January 2020

The following pages of this safety alert were issued by Highways England's supply chain partner:

Balfour Beatty

SAFETY ALERT

2020-UK-SA-001

10th January 2020

Fatal Injury, Birmingham, England

What happened?

On Tuesday 7th January 2020, there was an incident at the National Buried Infrastructure Facility site at the University of Birmingham. Two subcontractor colleagues working for one of our supply chain partners were injured in a fall from height. Tragically, one suffered fatal injuries. The scissor lift they were working from was struck by an overhead travelling crane operated by a third party contractor working for the customer, causing it to topple over.

Our thoughts and deepest sympathies are with the families, friends and colleagues of those involved.

Immediate actions

Investigations are currently underway. In the meantime, all projects and site leaders must take immediate steps to ensure that:

- All operations are reviewed in light of this alert and that effective safe systems of work and arrangements are in place for coordination of interfacing activities, and for their monitoring and supervision. This includes the provision of competent supervision by all subcontractors. Communications between the principal contractor, supply chain and the customer must be clear, consistent and regular to aid collaboration and ensure safety is prioritised.
- Any overhead travelling crane or gantry crane is isolated and locked off with a formal 'permit to work' safe system whenever any activity is undertaken at height where there is potential for collision, for example, when using a scissors lift, MEWP, tower scaffold etc.
- For all sites where we act as Principal Contractor (PC) there must be a clear documented understanding that Balfour Beatty has full control of the site and its boundaries with authority to stop works. All duty holders including our customers have a duty under CDM 2015 to cooperate and coordinate interfacing work activities and communicate information effectively. A brief outline of the PC and client role can be found using this [link to the HSE website](#).
- Everyone is aware of their responsibilities under the Construction Design and Management regulations (CDM). Training for new managers or refresher training for existing managers is available through our technical training team – speak to your local HSES lead to arrange.

Comment

Tragically, it would appear that our colleagues were injured as the result of a breakdown in arrangements for coordinating interfacing operations. It is a terrible reminder that we all have a part to play to be vigilant, including where there is the potential for collisions. Safety is always our first priority, no matter the circumstances. Any pressure or perceived pressure to accelerate works which could compromise safety must be escalated.

Please make sure that everyone is aware of the [Golden Rules](#) and understands them clearly. And that they should be followed without compromise. If you have not yet completed your back to work briefings, this would be a good opportunity to reinforce that message. We must look out for each other, follow the rules and procedures and never walk by if we think an activity could be unsafe.

Heather Bryant, Health, Safety, Environment & Sustainability Director

Safety Bulletin

A serious incident has taken place



Burns after petrol spill while refuelling

Issued to: **Network Rail line managers, safety professionals and RISQS registered contractors**

Ref: NRB19-21

Date of issue: 23/12/2019

Location: Mountfield Sidings, Kent, Southern Region



Overview

A serious staff accident occurred on Sunday 1st December when one of our colleagues was working in Mountfield sidings replacing a crossing. The injured person suffered burns to his right leg and hands, and was taken by ambulance to the hospital directly from the site of work.

The injured person refuelled the disc saw at the refuelling location a distance away from where the work was being undertaken. He then came back to the site of work and told his Team Leader he could not do the cut as he had spilt fuel on his trousers.

The Team Leader started the next cut when the ground suddenly caught light next to where the cut was happening. The injured person stepped in to help stamp out the flames and his trousers also caught alight. He tried to put the flames out his hands and was pushed to the ground by other members of staff to help put the flames out.

The investigation is currently ongoing, but we would like to issue a few immediate reminders.

Discussion Points

- Are you familiar with company Risk Assessments and Task Risk Control Sheets: Re-fuelling; Decanting Fuel and Fuelling Small Plant? (NR/L3/MTC/RCS0216/GHE05, NR/L3/MTC/RC0216/GA17).
- Always make sure your refuelling location is at least 10 metres away from any work site, other machines or naked flames.
- Always make sure to have a suitable first aid kit on site i.e. including burns kit.
- Take the plant to the fuelling point and not the fuel to the plant.
- Avoid spilling any fuel over the machine / container, if spilling occurs: wipe off the excess fuel; dispose of any rags as hazardous waste (keeping them apart from any ignition sources); leave the machine for two minutes before starting it up.
- If fuel is splashed/spilled onto clothing, remove and replace that clothing and clean affected skin immediately.
- Decant / re-fuel machines from the container using a flexible spout or funnel - DO NOT fill / decant direct from the container.
- Always think about your own safety before helping others.