



Welcome to UK News 4th March 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

Not All Heroes Wear Capes



Some wear high vis....

Last week Denge quarry staff assisted an old lady who had fallen outside the premises while walking her dog on the uneven terrain, it was a passing HGV who was working for CEMEX who noticed her crawling on the floor back to her car. He stopped and called for assistance from the site staff and the two first aiders and weighbridge clerk went to assist her. Luckily, she was unhurt. The team helped to her feet and sat with her until she felt happy to drive home.

Dave McCauley, Assistant Quarry Manager, is proud to say: "Thanks to my team for their prompt response and the HGV Driver for his actions. Richard Francois, Richard Cork and Samantha Vine - thank you for demonstrating looking after yourself and each other."

Cement Logistics Scoop Safety Sword 2020



Thank you Sergio Mauricio Menendez Medina for presenting the UK Safety Sword to David Hart last week.

Congratulations to Dave and the UK Cement Supply Chain team for winning the coveted Safety Sword, this long-standing CEMEX UK Safety Trophy awarded annually to the best performing team.

Congratulations on winning the award this year against very tough competition from many other excellent teams. We are sure Dave will be sharing the glory with his teams over the coming weeks.



Be Salt Aware – 5g A Day



Too much salt is bad for your blood pressure and increases your risk of having a stroke. For adults it is recommended that we only have 5g a day – about one teaspoon. Remember to check food labels for hidden salt. For example, an M&S American pepperoni pizza (395g) has 5.46g of salt in – the equivalent of 11 bags of Walkers crisps - which is your daily intake plus some, in several easy mouthfuls!



To help keep our hearts healthy we need to keep our blood pressure down. So, we have produced a couple of posters at the end of this document for your messrooms and offices to spread the word about salt.

Here's some more top tips to 5 grams:

- Check food labels before you buy
- Use herbs and spices, garlic and citrus to flavour your food instead of salt
- Take salt and salty sauces off the table so you break the salt habit
- Gradually add less salt to your food so your taste buds adjust to less
- Drain and rinse canned vegetables and beans – eat more fresh veg and fruit instead

Global Safety Alert About Vehicle Rollovers



An apparent increase in the frequency of vehicle rollovers prompted a review of related incident trends across CEMEX worldwide. The result of this review is summarised in a safety Alert. This highlights that there have been 14 fatal incidents in the last seven years resulting from vehicle rollovers, with 59 vehicle rollovers in 2019 alone; the majority of these incidents have involved contract Drivers, with truckmixers and Cement bag trucks being at particular risk.

These statistics are deeply concerning and highlight the need to ensure driver competency, through effective assessment and approval processes, robust inductions, ongoing training programmes, including defensive driver training, and monitoring, including ride along VFLs.

Where operations engage with Drivers, please review this Alert with both employee and Contract Drivers, discussing what can be done to minimise the risks and reminding them to drive in accordance with road and weather conditions, and the load and vehicle limitations.

In addition, it would be timely to double check that all truckmixer drivers have seen the training pack which was circulated last year to raise awareness of the risk of vehicle overturns.

The pack is available via the following link:

https://cemex.sharepoint.com/:p:/r/sites/GlobalHSStandards/_layouts/15/Doc.aspx?sourcedoc=%7B513CF17C-ADBE-45F9-A9FE-697BEF7A1387%7D&file=Mixer%20Truck%20Rollovers%20-%20Training%20for%20Drivers.pptx&wdLOR=c0B11A4F2%2dF377%2d488C%2d93BB%2d9358A9A7F32&action=edit&mobileredirect=true



Please display the Alert at the end of this document (or download here: <http://cemexuknews.co.uk/downloads>) on relevant noticeboards.

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>

Remember To Replace Your Yellow Site Cards



Members of the Dry Silo Mortar team recently completed their CITB Construction Site Safety Plus Training Day to enable them to gain their CSCS cards. This is a reminder that all staff who need to gain access to construction sites and currently have a yellow card - this is being withdrawn in August 2020 and they need a CSCS card instead.

Well done to the team: Scott Hall, Lee Jeffries, Roger Taylor, Dennis Gunner, Paul Hickinbottom, Kevin Hyams and Darren Stevens who all completed the training.

Rugby Shutdown Continues Safely



Well done so far to the team working hard at Rugby Cement plant during the scheduled shutdown. Safety is the highest priority and Phil Baynes-Clarke and the team are working to ensure safety is built into every part of the process.

Graham Russell and Sergio Menendez (pictured right) took a quick look around the plant last week to see how it was all progressing.

BEING THE BEST FOR CUSTOMERS

CEMEX's Very Own Q.....



Last week Steve Crompton, Director Quality and Product Tech West Europe, and colleagues took some key UK customers to see what CEMEX can do in our very own Global R&D facility in Switzerland. The two day workshop focused on sustainability and innovation.

Thanks go to CEMEX's 'Q' - Davide Zampini and his team for organising the event and showcasing our technologies and capabilities to an impressed audience.



BEING THE BEST FOR SHAREHOLDERS

Security Gets The Forensic Treatment



Ever wondered what the Northfleet wharf dry dock system was all about?

Watch this video of the £3.8 million investment to see what it looks like:

<https://bit.ly/3arrml7>



BEING THE BEST FOR COMMUNITIES

Smart Clothes For Smart Women



To celebrate Women's History Month, the Readymix UK Customer Service Centre in the Rugby Office is arranging a range of fundraising activities throughout March.

One of these is for Smart Works - Smart Work's mission is to help unemployed women regain the confidence they need to succeed at job interviews, return to employment and transform their lives. Women can be referred from Job Centres, work programmes, prisons, care homes, homeless shelters and mental health charities.

With this in mind, they are holding a clothing drive on the 4th floor of CEMEX House, Rugby and are looking for donations of clothing that are suitable for a woman to wear at a job interview – the premise being: “That one quality, special item of clothing is far more empowering to our clients than an assortment of poor quality clothing.” They will be posting information around the building and would really appreciate donations from anyone wishing to help.

Ask your friends, wives, sisters, daughters or mums to help and donate what they can – it's a perfect way to recycle those clothes you've grown out of or never wear anymore!

We love anything you **would** wear yourself to an interview including:

- Shoes
- Bags
- Dresses
- Skirts
- Trousers
- Blazers
- Outerwear
- Jewellery
- Accessories
- Scarves



The clothing drive will be held for the whole month of March and then donated items will be delivered to the Birmingham branch of Smart Works – for further information please contact Lucy Birch.

Not at Rugby? You can still join in. Just post your clothes to Lucy Birch, Customer Service Manager Readymix UK, CEMEX House, Evreux Way, Rugby, CV21 2DT.

To find out more about the Smart Works charity please visit: <https://smartworks.org.uk/>

What Is CEMEX Doing About Climate Change?



In the latest Our Global Voice February edition there was a great six minute interview with Sergio Menendez, Regional President Europe, where they discuss:

- the growing concerns around Climate Change
- what actions CEMEX Europe is taking to address this global crisis
- what efforts our company is working on
- and how we can all contribute to Climate Action

Please share the link below with colleagues to encourage everyone to watch the interview.

<https://cemex.sharepoint.com/sites/OurGlobalVoice/SitePages/One-on-One-with-Sergio-Menendez.aspx?csf=1&e=WMZIUzhttps%3a//&cid=7b02c215-6e58-4618-8776-cb0cc36a00be>

BEING THE BEST FOR EMPLOYEES

Sergio Visits Rugby



Last week saw Sergio Menendez, Regional President Europe, came to Rugby Office to present to over 30 colleagues. The aim of the presentation was to highlight the progress we have made so far and to highlight the key aims going forwards.

The session was informative and there was a good discussion afterwards with questions covering a variety of topics such as: innovation strategy, CEMEX Europe's purpose, CO2 net zero, and what is the global GGBS position.

Stay Cyber Safe Video



Cyber enabled crime is the No. 1 security threat to CEMEX globally.

CEMEX UK recently launched an informative video on cyber security, incorporating a range of practical hints and tips about how to stay safe online. This will also help you stay safe online at home too.



The video has been recorded in partnership with The West Midlands Regional Organised Crime Unit, Cyber Prevent Specialist, James Squires. It shows a presentation on online security recently given to a wide range of employees at both the CEMEX UK head office and the Cement plant at Rugby.

View the video here: <https://cemex.sharepoint.com/sites/UKCyberSafetyDay>

Please take the time to watch the video. You will gather many useful points to help secure your online use both at work and home. Once you have watched the video, complete the short survey to test your knowledge.

We strongly advise all UK employees invest the time in watching the video and ensure we are using our devices securely.

30 Years For Carl Platt



Whilst not an 'official' milestone, we wanted to congratulate Carl Platt, Director Asphalt, Paving, Precast Mod BP Europe, on 30 years with the business. Thank you for your loyalty and commitment over the years Carl.

Only 10 years until your next 'official' thank you!!

CEMEX Wants Your Ideas!



As employees we know the CEMEX business better than anyone!

Share your ideas on improving or changing our business for the future with the Top Team. Use the QR code on the poster at the bottom of this document to link through to the portal and see if you can be a disruptor.... you can also vote for your favourite idea using the vote button at the top of each suggestion.

Can't scan the QR code? No problem, go to:

<https://cemex.sharepoint.com/sites/SmartInnovation/source/challenges.aspx>

Say Thank You



Who do you think deserves and 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.



RSPB Training Courses 2020!!



The RSPB are pleased to announce the Land Management and Nature After Minerals 2020 training courses!!

Please visit their website for more details:

<https://www.rspb.org.uk/our-work/conservation/conservation-and-sustainability/advice/training-courses/>

Booking forms and questions can be emailed to: Holly.Jopson@rspb.org.uk to secure your place!

Coronavirus Update For UK Employees



Overview and Status in UK

The number of people affected by the Coronavirus (COVID-19) outbreak has reached 88,948 cases worldwide, with 2,135 cases in Europe. As of today, the number of cases in the UK is 40. Yesterday, the EU raised the Coronavirus threat level to "High".

Accordingly, we are implementing the following measures in all our European operations:

Business Travel

- Travel Ban to high risk areas (China, South Korea, Northern Italy, Japan, Hong Kong, and Iran).
- Postpone all new **non-essential international air and international train travel** for business in CEMEX Europe for the next 14 days from today (the situation will be reviewed by the end of this 14 day period).
 - Note: Travel authorisation routes are not changed, we are just restricting international business travel to essential business travel only. Travel must still be authorized in line with current rules - requiring authorization by the relevant VP.
- If you need to travel internationally for an essential business purpose, please confirm this with your Line Manager.
- If you are already abroad now, continue with your existing travel plans regarding return to your home country.
- If you have travelled to a high risk area for business or personal reasons, inform your Line Manager, and remain at home for the next 14 days following the return date. If any symptoms develop, please call NHS 111 and inform your Line Manager.

Hygiene and Preventative Measures

- Promote personal hygiene and always clean your hands with soap or with alcohol-based hand rub.
- Be vigilant and avoid close contact (under 2 metres) with anyone who has cold or flu-like symptoms.



- Operational Site Managers are advised to provide hand sanitisers and disinfectant wipes as appropriate – masks should already be available on site but are not recommended for use by healthy individuals.
- Remember - there is no cause for concern unless you have travelled to a risk area or you have been in contact or close proximity to someone who has confirmed Coronavirus.

If you do not have Coronavirus symptoms (fever, shortness of breath, coughing) continue your regular routine at home and in the office.

What to do if you have Flu-Like Symptoms

- Do not go to work and communicate your situation quickly to your Manager. Remain at home for self-monitoring.
- Make a risk self-evaluation. Consider if you have been to a potential risk area or if you could have been in contact with a potential risk person.
- Wear a face mask to reduce the risk of human-to-human transmission. Do not share cutlery or dinnerware, minimise physical contact.
- Consider enhancing hygienic measures. Dispose of tissues immediately after use, increase hand washing and avoid touching your eyes, nose or mouth.
- Contact NHS 111 and inform them about your symptoms and your self-evaluation. Visit: <https://111.nhs.uk/service/covid-19> for more information.

Impact at CEMEX

Currently, no CEMEX employee cases have been reported. Local Rapid Response Teams (RRTs) continue to be activated throughout CEMEX operations, and each country is implementing preventive measures accordingly. Our CEMEX Human Resources, Enterprise Risk Management and Global Security areas will continue to closely monitor the situation regarding new developments.

We will share regular updates on the virus and any action required by employees.

Changes To Fuel Mileage Rates



The fuel rates for business mileage have been updated effective 1st March in line with the latest HMRC Advisory Fuel Rates.

The rates by engine type and size are outlined in the table below.

SAP Concur has been updated and claims for mileage from that date onwards will be made at the revised rates.



Fuel Type	Engine size	Rate Until 29 Feb 2020	Rate From 1 Mar 2020
Petrol	1400cc or less	12p	12p
	1401cc to 2000cc	14p	14p
	Over 2000cc	21p	20p
Diesel	1600cc or less	9p	9p
	1601cc to 2000cc	11p	11p
	Over 2000cc	14p	13p

Leap Into March With Our Cracking Offers



Whether you're prepping for Mother's Day, planning a getaway or considering a home refresh, CEMEX Lifestyle's handpicked offers can help you spend less and save for a rainy day.

The first day of spring is 20th March this year, make sure to get all your spring-cleaning essentials from Tesco and save 4% with an instant eVoucher or reloadable card.

Fancy something new? Treat yourself to some quality home décor with 8% off at M&S and 9% at Debenhams when you purchase an eVoucher or reloadable card.

If you're stuck for an idea for Mother's Day on 22nd March, don't panic! If going for dinner is your thing, save 10% on the Dining Out Card and take your pick from some of Britain's best loved restaurants. Fancy something a little more personal? Treat her to a memorable experience from Virgin Experience Days and save 22% with our promo code, or how about a relaxing spa day from Spafinder with 15% off when you purchase an instant eVoucher. Dazzle her with a stunning piece of branded jewellery from Mococo and save 12% with an eVoucher or go classic with an amazing bouquet from Appleyard Flowers and save yourself a whopping 27% when you order between 6th – 13th March.

Got the travel itch? Whether it's closer to home or further flung, save 8% on hotel only stays with Expedia when you use our promo code. Need travel insurance? No problem. You can save now 20% on annual multi trip travel insurance or 15% on single trip travel insurance via The Post Office with our exclusive promo code. Need something to do while you're there? Save £10 on tickets to the biggest live events in sports, music, theatre and festivals worldwide on Gigsberg when you use our promo code.

Whatever your plans this spring, make sure to always check your Employee Benefits Platform to see if you could be saving money. For discounts on the move, get our 'Discounts by Sodexo' app for instant access to eVouchers, available on iOS and Android.

Internal Vacancies



IVC Ref	Position	Company	Location	Closing date
46-02-2020	Multi Skilled Operative	Materials UK North	Halkyn Quarry	16/03/2020
47-02-2020	Quarry Operative	Materials UK Midlands	Swinderby Quarry	10/03/2020
48-03-2020	Weighbridge Operative	Materials UK North	Dove Holes Quarry	23/03/2020
49-03-2020	Sales Executive	Materials UK South	South Coast	20/03/2020
50-03-2020	Plant Manager	Materials UK South	Southampton	16/03/2020

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

14 FATALITIES AS A RESULT OF ROLLOVERS IN PAST 7 YEARS

INCIDENT DETAILS

Sadly, over the past 7 years, 14 people lost their life as a result of truck rollovers and all but one of these incidents involved our contractors. Furthermore, 59 rollovers occurred in 2019 (70% contractors) with most incidents involving readymix trucks (23) and cement bag trucks (15). These 59 incidents resulted in 2 fatalities, 4 LTI's and a further 4 TRI's



COMMON INVESTIGATION FINDINGS

- ! Driving too fast, especially on curves
- ! Vehicle condition & overloaded
- ! Fell asleep
- ! Use of mobile phone
- ! Seatbelt not worn
- ! Not using designated routes



Watch your Speed



Journey Planning



Seatbelts Save Lives



Safety Checks



Fit & Alert



Mobile Phone



Respect the Law and other Drivers



Remember

MANAGERS - KEY POINTS TO CHECK

- All drivers, including contractors, receive defensive driving and the prevention of rollovers training
- VFL 'drive along' activities are carried out to help influence safe driving behaviours
- Drivers are assessed/approved before working for CEMEX
- Vehicles are subject to regular servicing/maintenance and pre-start checks are in place with appropriate action taken
- Effective journey planning processes are in place
- Drivers follow the CEMEX Policy for mobile phone use
- Fatigue management procedures are strictly enforced

ALL PERSONNEL – ACTION TO TAKE

- Adjust your speed to the road layout and conditions – never drive too fast & reduce speed to a safe level when approaching a curve in the road
- Always use your seat belt, It can save your life!
- Never drive tired - stop in a safe place to rest if needed
- Be aware of the type and size of load being transported as this may affect the truck stability
- Adhere to local requirements for weight limits on vehicles
- Understand the CEMEX Policy for mobile phone use – the requirements are there for the safety of you and others who may be affected by your actions
- Plan your journey, especially long distances and know where safe rest places are located

SA 2020 / 02





WANTS DISRUPTORS



You know our
business
better than
anyone. **Let's
transform it
together!**

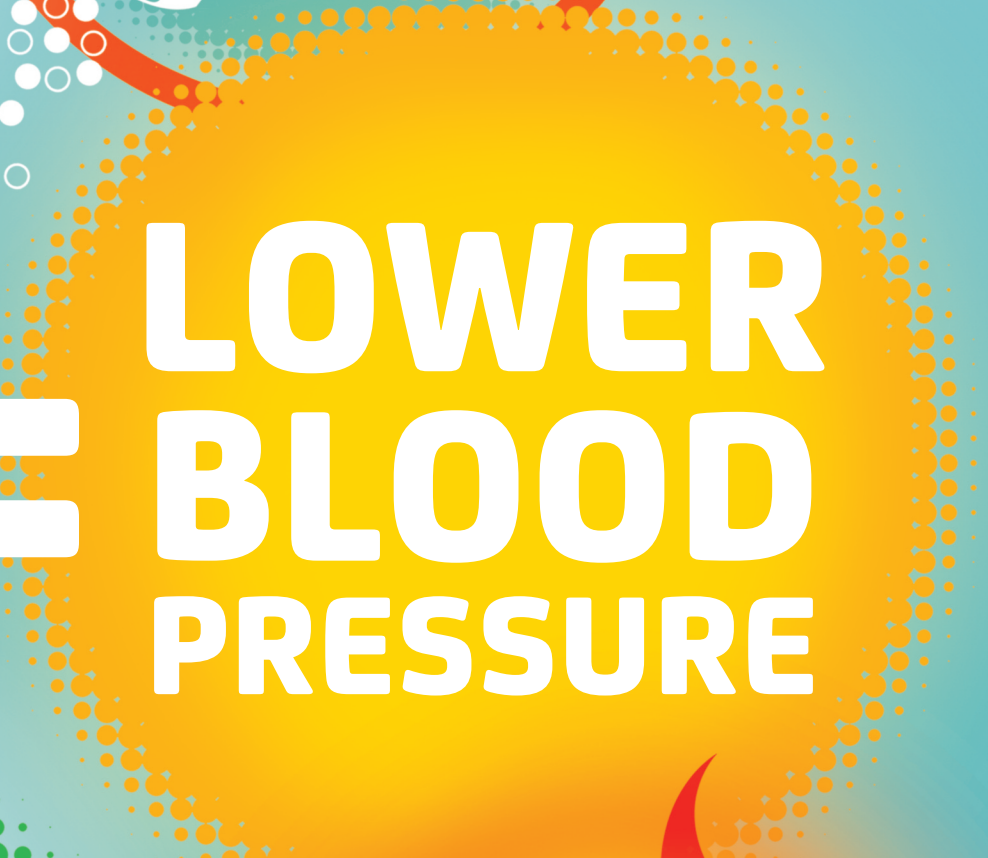
Sergio Menéndez
Regional President - Europe

Share your
ideas in the
Idea Portal.






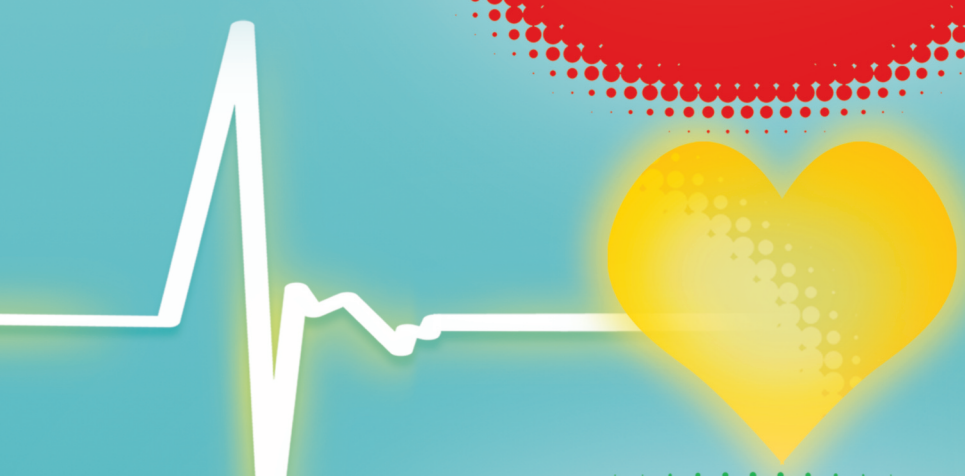
LESS SALT



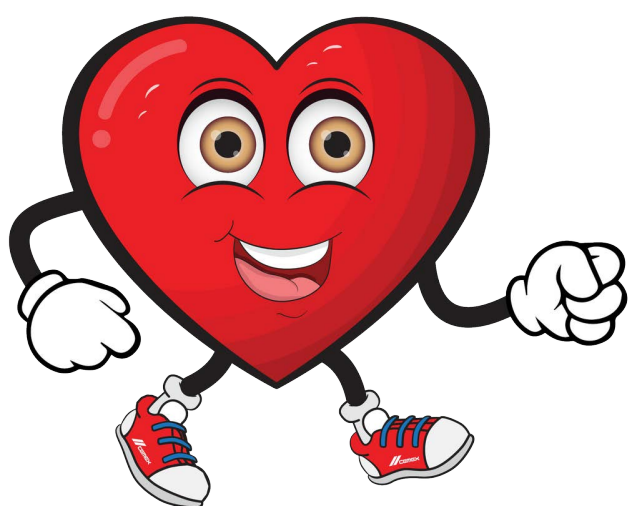
LOWER BLOOD PRESSURE



LESS RISK OF STROKE



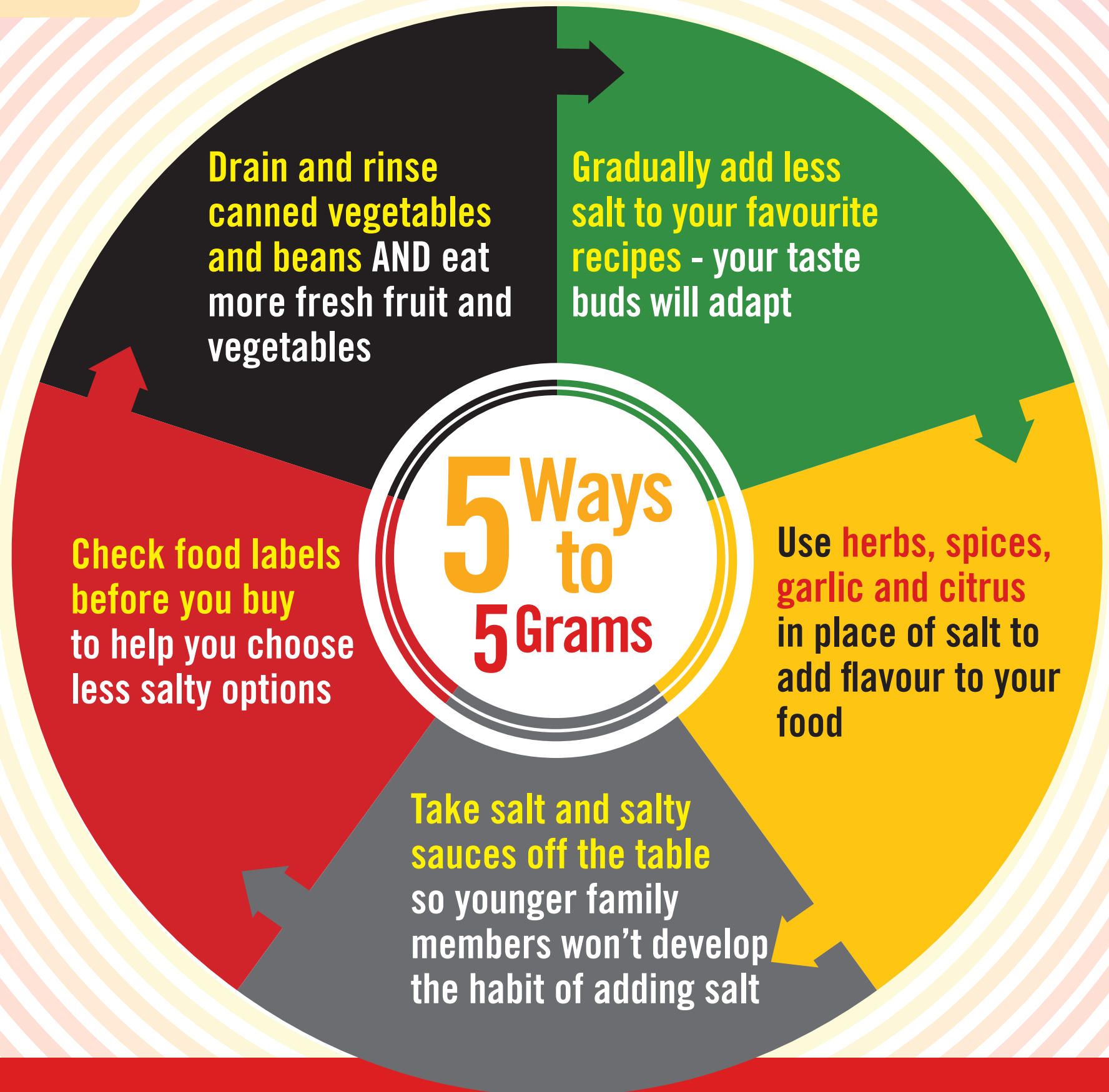
Salt raises blood pressure, increasing the risk of stroke, one of the biggest causes of death and disability.



Adults should eat no more than 5g of salt a day - that's around 1 teaspoon!
Make sure you always check the contents on food labels.

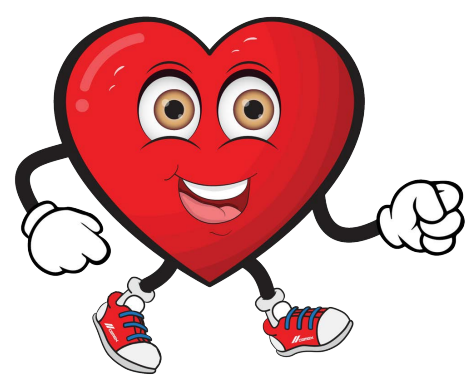
SALT AWARENESS

What can you do to reduce your salt intake?



We are all eating too much salt

which raises our blood pressure and increases our risk of strokes, heart attacks and heart disease. Follow these 5 steps and bring your salt intake down today! #5ways5grams



WEEK OF PRIZES

100 PRIZES UP FOR GRABS



Visit your **Employee Benefits Platform**
between 2nd – 6th
March 2020 to play
our daily quiz for
a chance to win!

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

MARCH OFFERS

Great discounts on big brands



Wow! Check this out!

Debenhams

Shop the new season trends at Debenhams and save 9% when you load a reloadable card or buy an instant eVoucher.

SAVE 9%



Virgin
EXPERIENCE
DAYS

Browse unforgettable experiences from Virgin Experience Days for Mother's Day and save 22% when you use the promo code at the checkout.

SAVE 22%




TESCO

Save 4% on your grocery shop at Tesco when you load a reloadable card or buy an instant eVoucher.

SAVE 4%

APPLEYARD
LONDON

Send a beautiful bouquet from Appleyard Flowers and save 27% when you order between 6th-13th March when you use the promo code at the checkout.



SAVE 27%

THE DINING OUT
Gift Card


Choose to dine out at some of Britain's best loved restaurants including Miller & Carter, Harvester and more and save 10% when you load a reloadable card or buy an instant eVoucher.



SAVE 10%

mococo

Save 12% on popular jewellery brands including Thomas Sabo, Swarovski, Olivia Burton and more when you purchase an instant eVoucher.



SAVE 12%

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