



Welcome to UK News 13th Aug 2020
your weekly update from around CEMEX UK

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BEING THE BEST FOR FAMILIES

Two Recent Injuries in the UK



Andy Taylor recently circulated two Safety Alerts relating to recent Recordable Injuries impacting on colleagues and their families. Please make sure you read them and circulate them to your teams.

The first incident resulted from a scenario we have seen several times over the years, where an employee used a steel hammer to strike a work piece, causing a metal shard to fly off and become embedded in his thumb; he had removed his gloves to get a better grip of the hammer. He required surgery to remove the metal splinter. Several learning points were identified by the investigation, including the need for robust preventative maintenance to avoid plant seizing up, the requirement for a Worksafe assessment before starting the task, use of the most appropriate work method, PPE and tools / equipment for the job, in this case a hammer with a plastic or copper face, all of which are strongly aligned with our Safety Essentials.

In the second and particularly serious incident, involving a Tipper Driver who fractured both his ankles and broke his leg when he fell from the top of his vehicle, there are also several learning points to note. Primarily the need for safe work at height, but also effective contractor vetting, site induction and competency checks; in this case the haulage company was using fraudulent documentation in respect of the vehicle and driver.

Please discuss these Alerts with your teams and ensure we have the necessary controls in place to prevent a recurrence, taking action where any shortfalls in standards are identified.

Finally, please also display the Safety Alerts on relevant noticeboards. They can be found at the end of this document or can be downloaded here: <http://cemexuknews.co.uk/downloads>

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>



COVID – Don't Get Complacent



Identify and Inform



Personal Hygiene



Physical Distance



Protect Yourself & Others

Sadly, there have been further deaths as a result of Coronavirus involving colleagues in our Global operations overseas; the global Safety Alerts detail the tragic circumstances of two of these instances.

With a general increase in infection rates across Europe, it is essential that we all **Look After Ourselves and Each Other** by ensuring robust precautions remain in place in our operations and by following the **four Key Safety Behaviours that Save Lives**, both in work and during our personal lives. It is important that we also encourage family members to stay alert to the risks of COVID and take all necessary precautions.

Please discuss the Alerts with your teams and post them on relevant noticeboards (they can be found at the end of this document or can be downloaded here: <http://cemexuknews.co.uk/downloads>), taking the opportunity to remind employees and contractors to self-isolate immediately and advise their Line Manager if:

- They have any symptoms of coronavirus (a high temperature, a new, continuous cough or a loss or change to your sense of smell or taste)
- They have tested positive for coronavirus – this means you have coronavirus
- They live with someone who has symptoms or has tested positive
- They have been in close contact with someone who has symptoms or has tested positive (e.g. someone in their “Support Bubble”)
- They have been advised by the Authorities Test and Trace service that they have been in contact with a person with coronavirus

Please also stress the need for face coverings to be worn in line with Government guidance and where social distancing cannot be maintained, both inside and out of work, especially when on public transport, in shops, etc.

Best for Families



Richard Claydon, Global Health and Safety Director, recently circulated some great examples of how our colleagues from around the world are working to keep themselves and their families safe from COVID. He shared a PowerPoint outlining the activities which include Zoom sessions for families from doctors, online competitions/rewards for children and webinars and training sessions to educate employees families on the safe behaviours which save lives.

Congratulations to the countries for taking the initiative to keep all of us as safe as possible.



Knight of the Road...



Thank you to Mike of JM Dean for his thoughtful actions to help a fellow driver in distress. We received this lovely email from Christine Baylis telling the story.....

"Last Friday, 31st July, about 4 pm, I had dropped my granddaughters off at Gloucester Services, back to their parents, and was on my home to Coventry on what was the hottest day of the year, when something odd happened to my car.

I smelt burning and pulled off the M5 to a slip road leading north to a roundabout towards the M50. I started panicking and wasn't sure what to do. Suddenly, a CEMEX vehicle, driven by Mike of JM Dean Transport, pulled up in front of my car. Having seen the smoke, he stopped and got the hose from his vehicle and proceeded to put out the fire before the whole car went up in flames.

It was quite some time before the fire brigade arrived. I don't know what would have happened had it not been for Mike's actions and his considerate, selfless attitude. He was a real knight of the road and such a credit to your company.

I would just like to put on record my heartfelt gratitude to him and to thank him for his modesty and care which reflected so well on your company. I do hope that you will be able to recognise his total dedication to really amazing health and safety considerations. Thank-you all so much."

Kindest regards, Christine Baylis

Still Time to Join in the Fitness Challenge....



Since lockdown began in earnest Jacek Adamowski, our Polish colleague, has been running a virtual fitness challenge for all European colleagues to take part in. It's not too late to join in! There is a month left to go and there is a friendly competition to burn as many calories as you can.

Jacek sent in this message: "We've managed to burn 1.5M calories in two months already 🚗🚶🚲🚶🚶! Do you think we can get past 3M in the final month? Will you help us?"

Anyone can still join our #fit4life endomondo challenge, visit:
<https://www.endomondo.com/challenges/43707985>

There are already 73 of us taking the effort. Is this all we can gather in the whole EMEAA region? I'm sure there are many many more that are exercising who can help us get past 3M or even 5M calories!

I've got a CEMEX Tigers t-shirt (L size) to give away to participants. Anyone can be the lucky winner!"



BEING THE BEST FOR CUSTOMERS

A Cracking Job from Team Leatherhead!



Well done to Erin Frank, Sales Executive, and the team at Leatherhead Readymix plant involved in another successful pour for Agilitee Ltd last Friday to Kingston for a new mansion.

Due to the nature of the job we upgraded their mix to a C50 10MM S4 Pump mix with PP Fibre reinforcement to control cracking. The pressure was on due to the weather being around 30 degrees.

The team did a great job and the customer was and still is talking about how impressed he was with the quality of Concrete we produced and our level of service. Another very successful day working with the team at Agilitee!

A Successful July for Out of Hours



July was another good month on out of hour Cement deliveries into internal and external customers with over 1,000 deliveries made.

Great collaboration between the Materials, Cement Commercial and Supply Chain teams to support customer service and fleet efficiency.

BEING THE BEST FOR SHAREHOLDERS

CEMEX Marketplace Launches in UK



Last week saw a series of webinars to launch the new CEMEX Marketplace digital platform in the UK. The platform is a virtual one stop shop containing over 40,000 items our businesses regularly order.

All the prices and contracts have been negotiated by the Procurement Team in order to get the best value for money and quality for CEMEX. The platform will provide cost savings, convenience and collaboration between the different parts of the company and our suppliers.

This digital platform has been previously launched in the US, Mexico, South America, France and Poland, Spain, and Germany. It is now time for the UK to join this initiative to support the ONE CEMEX strategy.

The Procurement and HR team are coordinating training for all Users and Supervisors and there are some easy to follow on-line training materials to help colleagues to use the new platform. If you have any questions please either contact a member of the HR Training or Procurement Teams or email:

emeaa.marketplace@cemex.com



A New Barge Record....



Well done to the Materials and Supply Chain teams along the Thames for moving over 12kt by barge from Dagenham to Fulham.... a new record!!!

This shows great collaboration and use of this cost-effective alternative mode of transport.



BEING THE BEST FOR COMMUNITIES

1,000 Gloves Donated to Hospice



Thank you and well done to Jason Thorpe, Operations Manager, and the team at Northfleet Block plant for donating 1,000 examination gloves to St Luke's hospice.

Jason takes up the story: "Wayne Moon works for us at Northfleet Block Plant Building Products, his wife works at the hospice doing voluntary work. She mentioned to Wayne that they were struggling to get disposable gloves and that they desperately needed them.

Wayne then approached me and asked if we could help, as PPE is a major part of our working day we didn't hesitate. So, Wayne and his wife, Denise, made a surprise visit to present them with 1,000 pairs of gloves. They were very grateful and couldn't thank us enough."

The team received a lovely thank you letter from the hospice showing their appreciation. They said that the gloves would help their carers and nursing staff support patients in their own homes.

So, all in all a good job by CEMEX.

Dove Holes Team Meets Local MP



We were happy to welcome conservative MP Robert Largin to our Dove Holes quarry recently.

It was a great opportunity for some of our employees to have a chat with their local MP and show Robert one of our tippers and our railhead.



A Big Thank You from Myton Hospice



Sometimes it is the small things that make the biggest difference.

A few weeks ago, CEMEX donated some video enabling devices to Myton Hospice in Rugby to enable critically ill patients to have some contact with family during lockdown.

The hospice posted this great image on their website and we also received credit for this, and other work we have been doing, with the hospice in a long interview on the local radio.

This is great for CEMEX's reputation in the community, great for the hospice and most of all great for the patients...

BEING THE BEST FOR EMPLOYEES

Fond Farewell to Allan Poole



The team at Raynes quarry bid a fond farewell to Jetty Manager, Allan Poole, last week as he hangs up his hard hat after 31 years with the company.

Having been the Quarry Manager at Raynes, Allan took part time work looking after the jetty and shipping which he had a great interest in. His fascination with quarries and ships started at an early age, seen in one of the photos on the jetty at Penmaenmawr quarry. This quarry is just a few miles west of Raynes and Allan's father was the

Quarry Manager there at the time.

Allan was kind enough to write a few words about his long career:

"I joined RMC as Operations Supervisor in 1989, then Area Operations Manager at Widnes before becoming Assistant Quarry Manager, and then Quarry Manager at Raynes around 2003. However, I have worked part time as Jetty Manager/PFSO for the last five years.

I developed an interest in coastal ships in 1964 (see photo) and was a keen racer of sailing dinghies and keel boats for a number of years.

I am intending to take it easy for a few weeks before taking up new interests – COVID-19 allowing!"

Thank you to Allan for his many years of hard work and we wish you all the best for a happy and healthy retirement.



Lewis Awarded Rare Institute of Quarrying Accolade



Massive congratulations to Lewis Coxon, Trainee Manager at Hatfield quarry, who has won a rare award from the Institute of Quarrying (IQ) for his work this year on his Foundation Degree at the University of Derby.

Lewis is only the second CEMEX employee in a decade to be awarded this accolade which is the Longcliffe Calcium Carbonates Award and celebrates the high standard that Lewis has achieved in his first year of study.

Well done Lewis, keep up the great work!

Want to Nominate a Colleague?



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.

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.



SAFETY ALERT

UK SA06/2020 – 11.08.20

Display Until
25.09.20



METAL SHARD EMBEDDED IN EMPLOYEE'S HAND

DETAILS OF THE INCIDENT

A bearing failed on a Gravity Take Up Unit (GTU). The processing plant was shut down and a review of tools and equipment required to replace the bearing was undertaken and the mobile access platform put into position. The GTU was isolated in line with the Safe System of Work. The injured person (IP) removed the outer casing from the bearing, but the inner bearing sleeve was still rusted to the drum shaft. In order to release the sleeve from the drum shaft, the IP cut a slot the length of the sleeve with a cutting disc and then drove a wedge in the cut to expand the sleeve and release it from the shaft; however, the sleeve did not release so the IP removed his gloves to get a good purchase on the hammer. The IP struck the sleeve with the hammer and on the second blow, a shard ejected and entered into his left hand thumb, just above the finger nail, and embedded up to the knuckle. The metal shard had to be surgically removed and the wound stitched.

KEY FINDINGS

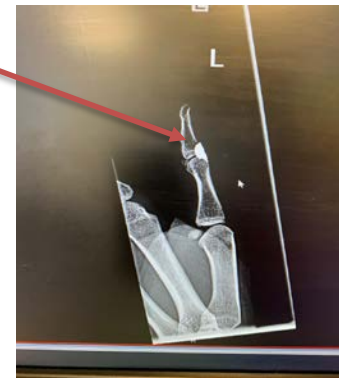
- The IP had the correct PPE, including ventilated face shield and leather gauntlets.
- Isolation procedures were followed included MIC Lock.
- No Worksafe was completed for this activity.
- There was no specific Risk Assessment for this task.
- The IP had received appropriate training including City and Guilds in Welding, Fabrication and Engineering.

KEY REVIEW POINTS

- Are robust lubrication systems in place? This may prevent premature bearing failure.
- Are Risk Assessments and Method Statements (RAMS) in place for all routine maintenance activities? Do they consider the most suitable method of work?
- Do Risk Assessments consider the suitability and compatibility of tools, equipment and PPE? In this case providing a hammer with a better grip and a plastic or copper face.
- Do RAMS stipulate the correct procedure? It is likely the sleeve would have released if it had been cut on two opposite sides.
- Have employees received STOP-THINK-ACT training helping them to identify hazards, and keep out of the line of fire?
- Is everyone encouraged to STEP IN if they see any unsafe acts on our sites?



Metal fragment



Look after yourself and each other



Don't let anyone act unsafely, always stop unsafe practices.

Personal Protective Equipment



Always wear the correct PPE.

Tools and Equipment



Use the right, well maintained, tools/equipment for the job. Never make do.

Safe Systems



Follow safe systems of work, site rules, signage and traffic signals.

Incident/Hazard alerts



Report all incidents/hazards immediately.



SAFETY ALERT

UK SA07/2020 – 16.03.20

Display Until
25.09.20



DRIVER FRACTURES BOTH ANKLES FALLING FROM HEIGHT

DETAILS OF THE INCIDENT

A contractor tipper driver had completed one delivery and was returning to re-load. Before entering the quarry, he stopped outside to open the automated sheet. The sheet was stuck, so the driver climbed onto the vehicle gantry and noticed some stone on the sheet. He then climbed onto the sheet to try and clear the stone with a shovel. At this point the mechanism suddenly activated, throwing the driver backwards to the ground and the shovel in the opposite direction. The driver landed on his feet, resulting in fractures to both ankles and a broken leg which had to be pinned.

KEY FINDINGS

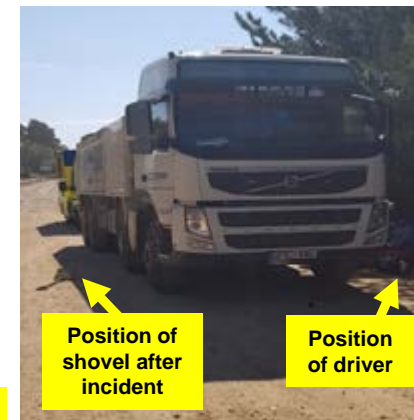
- The vehicle was not taxed and the annual MOT expired in February 2020.
- As part of the investigation the contractor provided several falsified legal documents and a photo copy of a counterfeit Driver Skills Card.
- The driver had a site induction; however his lack of a MPQC Driver Skills Card wasn't noted.
- Several problems were found with the vehicle, including lack of grab rails, dirty steps and obscured windscreen

HOW COULD THIS HAVE BEEN AVOIDED?

- By keeping vehicles and vehicle equipment properly maintained in a serviceable condition.
- Robust defect reporting systems.
- Maintaining 3 points of contact and ensuring steps and boots are free from dirt/debris.
- Effective contractor and driver vetting

KEY REVIEW POINTS

- Ensure drivers have an effective induction and valid MPQC Driver Skills Card prior to loading.
- Ensure drivers report all defects and rectify in a timely manner.
- Ensure a contractor pre-qualification process is in place, to include a review of legal documentation.



Look after yourself and each other

Don't let anyone act unsafely, always stop unsafe practices.

Get a grip

Hold handrails on stairways and use three points of contact when getting into/out of vehicles.

Tools and Equipment

Use the right, well maintained, tools/equipment for the job. Never make do.

Isolation Procedures

Never work on live or moving machinery – always 'lock out'.

Safe Systems

Follow safe systems of work, site rules, signage and traffic signals.

Working At Height

Use appropriate access equipment and fall protection.



GLOBAL COVID-19 ALERT

INCIDENT DETAILS

A Laboratory assistant at a Readymix plant began to feel feverish while at work, so he asked the security guard to check his temperature, which was found to be 36.9 at that stage. The employee returned to work the next day and after a few hours he started to develop a runny nose, headache and sore throat, and with his temperature now at 37.3, he decided to get checked out by a Doctor, who diagnosed Pharyngitis and told him to rest at home for a couple of days. Afterwards, he returned to see the Doctor and reported that he now had body aches as well. The Doctor then changed the diagnosis to suspected COVID-19 and our employee went into quarantine. After a further 4 days of treatment at home and attempts to be admitted to hospital as his conditioned worsened, he was taken to the Casualty Dep't at the hospital where they admitted him. Sadly, after a further 6 days, our employee passed away.

Watch the Behaviors that save lives video



You can scan QR Code with your mobile phone or click on the following link:
<https://cmx.to/2CPrDJb>



KEY FINDINGS

- Our employee had apparently been getting symptoms a day earlier than he reported.
- Even though he used his bicycle and private car to commute to work, he sometimes used public transport as well. It's believed he, and others, didn't use a face mask on public transport, possibly because it was not a government requirement at that time.
- He was the only person at the plant who could perform his job, so when on public transport, he was commuting during peak times.
- Our employee was on holiday for almost 2 weeks and his symptoms began around 1 week later. Although he did explain he stayed at home while on holiday.
- The local hospitals were in high demand in his local City and there were some delays before he was admitted.

MANAGERS – KEY POINTS TO CHECK

- All employees and contractors are aware of the need to immediately self isolate and to report COVID-19 related symptoms or if they have been in contact with a positive/suspicious case.
- Our Behaviors that Save Lives campaign has been communicated to all employees and contractors with regular promotion of the requirements, including the need for face coverings and physical distancing.
- Advice has been provided about avoiding public transport where possible, or minimizing its use to off peak times
- An evaluation is made to consider any possible contingency plans when local hospitals are in extremely high demand.

ALL PERSONNEL – ACTIONS TO TAKE

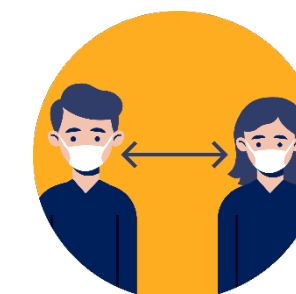
- Always self isolate and inform your supervisor immediately if you develop COVID-19 related symptoms or if you have been in contact with a positive/suspected case
- Avoid public transport if it's possible to do so, but if it's unavoidable, always maintain physical distancing (at least 2 meters), wear your face covering and gloves and follow the correct cleaning and personal hygiene practices
- Follow the local rules/guidelines when it comes to restrictions about socializing, including if on holiday. They are there to protect you, your family and others.
- Remember, our 4 Key Behaviors that Save Lives are not just for the workplace. Always follow them at home and in your other day-to-day activities as well. Please also help your family to adopt the same behaviours!



Identify and Inform



Personal Hygiene



Physical Distance



Protect yourself & Others

GLOBAL COVID-19 ALERT

INCIDENT DETAILS

A 61-year-old contractor at a Port operation reported that he was suffering from fatigue and agreed with his supervisor to leave work early and to have the following day off as well. However, over the next 5 days he remained at home and his condition deteriorated, with a fever and breathing difficulties. He was taken by ambulance to a COVID-19 testing facility and then later the same day was transferred to a hospital for further medical attention. Sadly, he passed away during the afternoon of the same day. The result of the test was released two days later and confirmed the contractor was positive for COVID-19.

Identify Symptoms and Inform



Fever higher than
37.3 °C / 99.1 F°



Cough



Shortness
of breath



Feeling ill

KEY FINDINGS

- It appears the virus was contracted through community transmission where other COVID cases had been confirmed. There were no other confirmed cases where he worked
- The contractor was potentially at increased risk because of his age.
- A pre-existing health condition (hypertension) was identified during discussions with the contractor's wife after he passed away. This was not shown in the medical record submitted by the worker.
- The contractor's direct supervisor was informed that the worker was not feeling well but this was not communicated to the CEMEX Supervisor.
- Despite reporting his condition to the medical services, he was only able to be admitted to hospital the following day.
- The contractor did not keep his direct supervisor informed of his condition. The supervisor thought that the absence was only due to fatigue.

MANAGERS – KEY POINTS TO CHECK

- All personnel, including contractors, are aware of the need to report COVID-19 related symptoms or if they have been in contact with a positive/suspicious case.
- All 'vulnerable' workers are identified where legally allowed, and correct measures are taken in consultation with HR representatives and other specialists as required. In cases when they are permitted to continue working, appropriate additional specific controls are put in place.
- Effective systems are in place to check contractor details, where possible, before starting work
- An effective absence reporting process is in place and known by all site personnel
- Activities are taking place to engage family members on our Key Behaviors to help raise awareness and avoid the potential for contagion.
- Personnel are aware of the risks of being in highly populated areas and the importance of applying physical distancing measures

ALL PERSONNEL – ACTIONS TO TAKE

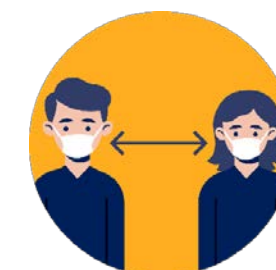
- Always inform your supervisor if you develop COVID-19 related symptoms or if you have been in contact with a confirmed/suspected case and place yourself into immediate quarantine.
- If you are a vulnerable worker, always follow the agreed control measures and never put yourself at risk.
- Apply the protocols not only at work, but also at home, when commuting and everywhere.
- Always follow our 4 Key Behaviors that Save Lives and encourage family and friends to do the same.



Identify and
Inform



Personal
Hygiene



Physical
Distance



Protect your self
& Others