



Welcome to UK News 22<sup>nd</sup> October 2020  
your weekly update from around CEMEX UK

View UK News on: [www.cemexuknews.co.uk](http://www.cemexuknews.co.uk)  
Follow us on twitter too: @CEMEX\_UK

## BEING THE BEST FOR FAMILIES

### Don't Fall For It



As we approach the winter, we should take a moment to check we have the precautions in place to reduce the risk of slips, trips and falls when out and about on foot and also to keep us safe when driving this winter.

We should ask ourselves:

- **Is your site ready for winter?** Do you have stocks of grit-salt, de-icer and PPE? Is lighting adequate and are arrangements in place for frost protection and clearing / gritting areas?
- **Is your vehicle ready for winter?** Have you checked the fluid levels, including de-icer? Do you have an emergency kit and are your tyres, brakes, lights and mirrors all regularly inspected?
- **Are you ready for winter?** Make sure you wear warm / reflective clothing (hi-vis on sites) and appropriate footwear. Use dedicated walkways and always Get a Grip on steps and stairways.

Keep safe this winter... follow the Safety Essentials and ensure you look after yourself and each other!

### 2 Years Fatality Free



CEMEX UK has this week reached two years fatality free. This is testament to the continuous hard work and commitment to the safety of every person in our business and is an achievement we should all be proud of. It demonstrates the positive and crucial impact of working together and making health & safety the number one priority.

However, it is also sobering to consider that two years is a relatively short period of time and this is a milestone we have only reached once before. We must all take this opportunity to reflect on the vital importance of health & safety and remember those who have lost their lives while working alongside us – and what can happen if we do not prioritise staying safe.



To ensure that two years becomes three, and then so on, we must never become complacent. We must always be alert to the dangers that exist in our business and be ready to Step In. Please continue to look after yourselves and each other and help us make Zero Harm a reality.

## COVID – Actions Save Lives



Remember it's as easy as 1,2,3,4... please keep reminding everyone of the four behaviours to minimise the COVID risk to everyone.

Download one of these posters to use in your workplace, they can be found here: <http://cemexuknews.co.uk/downloads>

## LTI Free Congratulations....



Go to the UK Asphalt team and the Building Products teams for four years and one year LTI free respectively.

Marcelo Catala, Vice President Urbanisation Solutions EM, recorded two special thank you messages for the teams. As he said.... it is a phenomenal achievement in a challenging environment, and proves that

Zero Harm is possible. Keep up the great work.

If you would like to see Marcelo's messages follow these links:

Building Products: <https://web.microsoftstream.com/video/b3e445b1-3567-44b5-8b05-006c42f4ca50>

Asphalt: <https://web.microsoftstream.com/video/1b1d4cfa-10ee-45b3-bf3c-11294a6331e7>

## CEMEX UK Organises Flu Vaccines



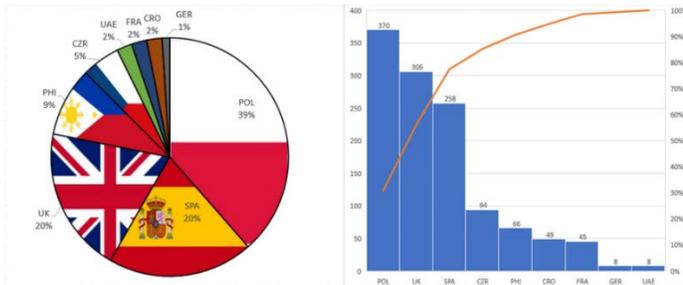
Last week flu jab clinics were held at CEMEX locations across the country, with a very good uptake from our employees. We would like to thank the team that delivered these clinics for their hard work, including Julie Welch and Mary-Ann Macinnes Collins, plus Hayden Gill and those at Dove Holes, and CBRE at Rugby, Stockton and Preston Brook. Thank you to all those who helped and those who attended.

If you were unable to attend a flu jab clinic, remember that they also are available from a variety of retailers including Boots, Superdrug, Tesco and Asda. Please keep the receipt for your vaccine so the cost can be reimbursed through payroll, by emailing the receipt with your details to:

[gb-hrcentraladmin@cemex.com](mailto:gb-hrcentraladmin@cemex.com)



## How Fit Are You?



We are almost halfway with our CEMEX Autumn 2020 #fit4life endomondo challenge! Almost 100 participants from the whole EMEAA region have contributed to our common goal - burning as many calories as we can! We've already burnt 1.2M calories and counting.

If anyone hasn't joined us yet, do not hesitate. I know the weather does not help, but grab your

coats and sturdy trainers, we all need to be active to stay well and healthy. See the breakdown of participating countries and thousands of calories burnt.

## New COVID Rules



What do the changes to lockdown rules mean for our business?

As you will have seen over the last week, a series of announcements have been made about lockdown rules across the UK, including the launch of a three-tier system in England.

The below infographic from the BBC summarises the key differences between each tier; Medium (Tier 1), High (Tier 2) and Very High (Tier 3).

If you want to check the tier for the area you live in, or somewhere you are planning to visit, use the Government's postcode checker here: <https://www.gov.uk/find-coronavirus-local-restrictions>

So, what does this mean for CEMEX UK?

The RRT has discussed how the launch of this system will impact our business and as always we are committed to following government guidance and will continue to do so.

### Key differences between tiers in alert system

MEDIUM
Follow the rule of six if meeting indoors or outdoors
Pubs and restaurants to shut at 10pm
HIGH
No household mixing indoors
Rule of six will apply outdoors
Pubs and restaurants to shut at 10pm
VERY HIGH
Further measures may be agreed locally
No household mixing indoors or outdoors in hospitality venues or private gardens
Rule of six applies in outdoor public spaces like parks
Pubs and bars not serving meals will be closed
Guidance against travelling in and out of the area

Broken down by tier, this means:

Medium:

- Maintain current precautions, follow Guidelines / CEMEX Protocols and the 4 Key Safety Behaviours that Save Lives
- Work from home where you can effectively do so

High (In addition to Medium):

- No further changes to working is required in addition to those listed above – please be aware of the differences that may impact you while at home or with your families

Very high (In addition to Medium & High)

- While employees can travel to sites that are based in areas classified as Very High on a business needs basis, no overnight stays are permitted



- Site Meetings can only go ahead where they involve the site team and are specifically relevant to the local operations, being held outside where possible and with attendee numbers strictly limited, but please make full use of digital methods such as Teams
- Those based in Tier 3 areas can travel outside of these locations to visit other sites on a limited / exceptional basis, but no overnight stays are permitted.

## Use of Meeting Rooms at Operational Sites

As the numbers of COVID cases across the country increase, we would like to ensure employees are making the most of digital methods such as Teams and holding meetings virtually wherever possible. In particular, please do not use the meeting rooms on operational sites for general meetings. These rooms should only be used for meetings specifically relevant to local operations involving those who are based at the site, in order to minimise the risk of infection spread from external visitors.

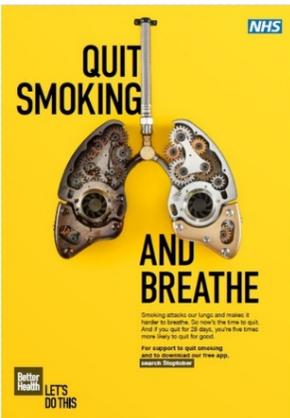
## New Haulier Newsletter...



Thank you to the UK Road Safety Team for producing the first monthly Driver Safety Newsletter aimed at our hauliers.

The newsletter can be found at the end of this document or downloaded here: <http://cemexuknews.co.uk/downloads>

## How is Stoptober Going?



For those of you trying to kick the smoking habit Stoptober is the perfect chance. Try and stop for a month (28 days) and you will be five times more likely to quit for good.

Smoking slowly kills your lungs making it harder to breathe. Now more than ever we need to look after our lung health, so we aren't overloading the NHS through lifestyle related illnesses.

Search your app store for Stoptober to download an app to help you quit for good. Do it for your lungs, your family/friends and the NHS.



## Every Mind Matters



2020 has been a year like no other, and there are lots of resources available now on supporting your mental health. There is a very strong link between getting outside for a walk, or other exercise, and mental wellbeing. Even when the weather is changing we can still get out and about to help our mood – so grab those scarves and wellies and go for a stomp.

Visit the NHS website 'Every Mind Matters' for some great advice on your own mental health and helping others who might be struggling.

It includes advice, apps, videos and links to further help, visit: <https://www.nhs.uk/oneyou/every-mind-matters>

## BEING THE BEST FOR CUSTOMERS

### Liverpool Docklands Steps In to Help Hanson Contracting on Nights



Liverpool Docklands Asphalt plant pulled an extra shift to help Hanson complete a nightwork contract on the Wirral, on the same day, after a late call for help at 3.30pm. The team pulled together with Shipping to get trucks at very short notice and did 160 tonnes of HRA through the evening. Hanson's site team were very complimentary on the service provided, but also commented on the quality of the material produced, which is high praise from a competitors' contracting arm.

Congratulations to all the CEMEX team for such a quick and positive response, but it also highlights that in these difficult times of COVID-19 restrictions, our industry can look beyond competition to ensure that asphalt customers are given the best opportunity to complete contracts on time. This can only help our business in the long run and is a great example of CEMEX's Customer Centricity policy.

### Thanks for the Customer Service....



A word of thanks to Jonathan Waller and Vicky Gorton for sorting early loads to customer Mapei on Saturday and Monday morning due to quality issue on late Friday night.

Mapei manufacture adhesives, waterproofing products, grouts and other items and are a global supplier. They are a long-standing Cement customer and it's great to see colleagues giving them brilliant support.



## BEING THE BEST FOR SHAREHOLDERS

### Put A Wash On.....



It's amazing what we can do when we work together. Damien Allen, UK Building Products Business Manager, received an email from Paul Reynolds who is the Materials Commercial Development Manager for the South-East. It is a prime example of One-CEMEX and the agility of our teams and a great way to end the week, thank you Sean Hanna! And also thank you to Paul Reynolds for taking the time out to give good feedback.

Here's what Paul said:

*"I just wanted to drop you a note saying how grateful I am for the help of Sean Hanna in the lab at Northfleet.*

*A couple of weeks ago I dropped off a bag of Building Sand from one of our quarries in Hampshire for our Technical Manager to take a look at. We have experienced a significant colour change and the product was holding moisture. To satisfy his own curiosity, Sean took a look at the sample and established that there was a higher than normal clay content, and then took it upon himself to wash the product to see what happened to it. Due to the dramatic colour change, we have seen volumes at this site drop by almost 50% in the last couple of months, so if we can get the colour back there is every chance that we could restore some of that volume.*

*As a result of Sean's findings, we are going to run 40t through a wash plant at a neighbouring quarry to establish the effect on the product. It may cause the product to become too course but that is something we can work on. If successful this has the potential to increase OCF by several thousand pounds per month."*

### CEMEX's Third Quarter 2020 Results Live Audio Webcast – 28<sup>th</sup> October



Learn about our results as they are presented to and discussed with our key financial stakeholders.

**Hosts:** Fernando A. Gonzalez, Chief Executive Officer  
Maher Al-Haffar, EVP of Finance and Administration (CFO)

**Date:** Wednesday 28<sup>th</sup> October 2020

**Time:** 2pm London

Please click on the link 5-10 minutes before the scheduled time: <https://cmx.to/3kio3by>

- To ensure easy viewing, disable pop up blockers in your navigator.
- If you experience buffering or other connectivity issues, press F5 on your keyboard to refresh the webcast player.
- A replay of the webcast will be available following the live event through the same link highlighted above.
- The replay will also be accessible through the Home section of [Shift](#).



## BEING THE BEST FOR COMMUNITIES

### Wear it Pink this Friday



Friday is creeping upon us and Wear It Pink is just around the corner!

Don't forget to enter the raffle and donate your commute! Follow the links below to do so:

Raffle: <https://raffall.com/132229/enter-raffle-to-win-wear-it-pink-hosted-by-andlyn-white>

Donate: <https://www.justgiving.com/fundraising/2020wearitpink>

[Note: clicking through the links will not work on Internet explorer, they will need to be copied and pasted into Chrome or Firefox]

In case you've forgotten, the raffle prizes are:

**First Prize:** an Amazon Echo

**Second Prize:** £40 Amazon voucher

**Third Prize:** £20 Amazon voucher

And remember, we want to see you dressed in **PINK!** There's a £15 Amazon voucher up for grabs for the best dressed, and we want to see **EVERYONE** in pink, so take some inspiration from gorgeous Lottie the Cavapoo in her little pink sun hat, and dress up everyone, including your pets!

Send us your pics between now and Friday to be in with the chance of winning!

### Spooktacular Half-Term Fun



This half-term sees our partner STEM organisation, Cambridge Science Centre, offering something a little bit different for children.

We are running bookable sessions over the half-term week so you can explore science in lots of exciting and different ways. Sessions include our stimulating #StemClub events, extraordinary workshops, an amazing visit from Banham Zoo and our Spooktacular weekend of Halloween shows and activities.

Starting on Saturday 24<sup>th</sup> October and running until Sunday 1<sup>st</sup> November, you can book various sessions to the following events:

On 31<sup>st</sup> October and 1<sup>st</sup> November you can join us for some spookily good fun...

Each session will include ghoulish slime making, some screamingly-good Halloween demonstrations and a mix of spooktacular activities. Why not dress up in your spookiest costumes too?



All sessions need to be booked via our [Eventbrite Page](#). Numbers are limited and COVID-19 precautions will be in place. Events are suitable for children aged 7-11 years. The visit from Banham Zoo is suitable for all ages.

## Recording of CEMEX Sustainability Talk



For those who missed the first Sustainability Talk “Our road to a sustainable CEMEX”, a recording of this event is now available in the Sustainability SharePoint [here](#).

## BEING THE BEST FOR EMPLOYEES

### A Life on the Ocean Waves



Richard Brooks, Chief Mate on the Sand Falcon, recently celebrated 25 years working for the company and we asked him a little more about his life on the ocean...

I started my sea career in 1980. Having just moved from the West Midlands down to Portland Dorset I needed to gain employment of some sort. I remember walking down Weymouth Harbour asking any guys on fishing vessels whether there were any jobs going. Luckily, I was pointed in the direction of a 46 ft crab fishing boat. I enquired if there was a job going and the Skipper looked at me and said: “What do you know about fishing?” “Err, nothing,” I replied, I was only 16 years old at this time. “Well Ok then, jump aboard, we sail in 10 minutes,” instructed the Skipper.

So, there I was on this Crab Potter sailing out of Weymouth Harbour thinking to myself: *“What have I done, mums going to kill me?”*

I spent two years in the fishing industry and fully enjoyed it. I knew this was the life for me at sea.

I was fortunately offered a job with the ‘Ministry of Defence’ (MoD) in 1982 working in Portland Naval Base Dockyard aboard coastal towing tugs and various other vessels the MoD operated. The MoD were the main employers in the area at the time and career development was second to none, so I jumped at the offer.



In July 1982 I volunteered to go to the Falklands during the conflict to relieve the crew of the RMAS Typhoon which was an ocean going tug; she was also the very first vessel to sail from the UK to the Falklands, but was the last one to arrive as the main Task Force eventually sailed past at 28+ Knots. This was an experience that I will never forget and I am immensely proud to have served during this



terrible time. Several years later it was deemed that our efforts during the conflict should be recognised and was duly awarded the “South Atlantic Medal”.

I stayed with the MoD for 13 years and worked my way through the ranks. In 1992 I gained my first Certificate of Competence. In 1995 I took redundancy from the MoD due to the closure of Portland Naval Base.

I then joined Southcoast Shipping Company and joined the Sand Wader in October 1995 as 2<sup>nd</sup> Mate, one year later I was promoted to Chief Mate. I am currently Chief Mate aboard the Sand Falcon, and during my time I have worked on most of the company vessels past and present.

### **Career to date: South Coast Shipping, Readymix Concrete RMC & CEMEX Marine**

1995 / 1998 – Sand Wader 2<sup>nd</sup> Mate and Chief Mate

1999 – Sand Serin: Chief Mate (3 months)

1999 – Sand Kestrel: Chief Mate (6 months)

1999 / 2012 – Sand Heron: Chief Mate

2012 / 2014 – Sand Falcon: Chief Mate

2014 – Sand Fulmar: Chief Mate (3 months)

2014 / Present – Sand Falcon: Chief Mate

### **ICT Nominations Now Open**



A reminder that nominations are still being taken for the next round of the three ICT courses outlined below.

**The courses benefit staff from all areas of the business including technical, sales and operations as well as employees within our customer contact centres.**

- Concrete Technology & Construction Part 1 - General Principles
- Concrete Technology & Construction Part 2 – Practical Applications
- Aggregate Technology – Aggregates in Construction

For more information click on the hyperlink below to view details of each of the three courses:

[ICT Course Overviews and CEMEX Learning Agreement](#)

To nominate candidates please contact the Planning and Development team: [gb-cemexlearning@cemex.com](mailto:gb-cemexlearning@cemex.com)

### **It's All About You.... Team Talks**



Thank you to everyone who took the time out of their day to attend a Team Talk last week. Over 450 of you listened in to the virtual meetings to find out about the year so far and what lies ahead.

If you missed the talk and would like to see a recording then follow this link:

<https://web.microsoftstream.com/video/c54d39d4-4c40-4f97-95a3-6a95bc42b1c2>



There was a short two minute video produced summarising the key points which you are welcome to watch and share with your teams and families. Follow this link for the video [here](#) or view from the download section of the UK News website: <http://cemexuknews.co.uk/downloads>

Please note many of the photos used were taken pre-COVID hence the lack of social distancing.

## WE'X Survey Now Open



Please don't forget to give your views on the latest employee survey. This year's WE'X survey is taking place NOW. It is open until Sunday 8<sup>th</sup> November and can only be done on-line this year.

Everyone will be sent an invitation to complete the survey – either via your CEMEX

email or by post for those with no CEMEX email address. It will be accessed by email, QR code, and URL via any smart device or computer.



To find out more, please visit the dedicated site: SharePoint: <https://cemex.sharepoint.com/sites/WEXSurvey>

The survey is totally confidential and run by a third party organisation called Perceptyx who do not share specific information about respondents with CEMEX.

## Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
132-10-2020	Multi Skilled Operative	Materials UK	Cromwell Quarry	30/10/2020
133-10-2020	Plant Fitter	Materials UK	Angerstein	29/10/2020
134-10-2020	Wharf Operative	Materials UK	Brighton Wharf	23/10/2020
135-10-2020	Transport Planner	Materials UK	Nottingham	23/10/2020
136-10-2020	Customer Service Representative	Cement Operations UK - Logistics	Rugby	23/10/2020
137-10-2020	Senior Negotiator	Cement Operations UK	Rugby	23/10/2020
138-10-2020	Team Leader	Cement Operations UK	Rugby Cement Plant	30/10/2020
139-10-2020	Operative	Building Products	Buxton	30/10/2020

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](mailto: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.



# Driver Safety Matters



The Latest News from CEMEX UK Road Safety Team

October 2020

## NEW CHUTE SAFETY VIDEOS



We recently shared with you a Safety Alert regards the risks around Chute Work.

Ironically, the day we shared this with you, we experienced a very similar incident with an agency driver on our own fleet who forgot to install the rear door locking pins.

We have put together a couple of simple training films for you to share with your drivers, which you can access via these QR codes.



We're taking part in

ROAD SAFETY WEEK   
16-22 November 2020

roadsafetyweek.org.uk

Coordinated by  Brake  
the road safety charity

Sponsored by  Specsavers

 DHL

Supporting  Road Safety



 CEMEX

# Reminder: Keep Your Dashboard Clear



Remember we shared with you last year the conviction of a driver who was convicted of causing the death of a cyclist after his cluttered dashboard obstructed his view in a fatal collision. He was jailed for 21 months.

The driver installed a tray table on his dashboard and when asked why he had it fitted there, his response was "Just so I could be one of the lads. They all had one so I got one."

These tray tables can obstruct the field of vision for a driver and are not classed as legal as they must be removed in order to pass the annual MOT test!

The cyclist, Suzanna Bull, worked as a doctor at Birmingham Children's Hospital and was in a designated cycle lane when she was struck on 9 October, 2017. The defendant failed to see her and she was "dragged under the lorry" as it turned left, the court heard.

Thanks to all of you who acted on our communication and ensured these were removed from your vehicles. Since then, following a Traffic Commissioner inquiry, the transport company which employed the driver has had its operator's licence revoked.



A table on the vehicle dashboard was found to have obscured the driver's view



## A note from CEMEX Logistics Team



Welcome to the first issue of the Driver Safety Matters which we hope will be a regular newsletter to share with you relevant Health and Safety Messages and Good Practices. I really hope you like it and find it relevant.

I also want to thank you all for your support during COVID and your compliance with the safety protocols as well as ask you to share this newsletter with your operational teams. In our next issue we will be looking at topics such as Winter Driving ensuring your drivers and vehicles are winter ready.

Finally I hope you can support our Road safety week in November.

Please – this is not a one way communication, and please share any comments, experiences or good practices – Thank You