



Welcome to UK News 26<sup>th</sup> November 2020  
your weekly update from around CEMEX UK

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## BEING THE BEST FOR FAMILIES

### Learning from Mistakes



Carl Platt recently visited our UK Building Products plant at Wick to personally review a recent TRI where Paul Whiteford broke two bones in his hand.

He met with Paul and Craig Tilton and went to the specific part of the plant where the accident happened. He went through events leading up to the accident, what the root cause was and how we can improve it.

Paul and Craig were open and honest, and it transpired that the bed was marked out incorrectly. In addition, the activity where Paul fell was an unusual one (Craig hadn't seen this in his four years with us). A key reminder for us all that the one off/uncommon tasks need checking and double checking before carrying out.

Paul (as the injured party) has played a key part in the investigation which is brilliant, and many improvements are being made to stop the need to climb on the beds.

### Drive Safely this Winter



As the winter months become embedded, temperatures and weather conditions will deteriorate. Therefore, we need to make sure we are ready for winter, breakdowns are more common during this time and road conditions can be really challenging, especially when snow and ice strike.

In addition, adjust your driving style for the conditions! Just because the road speed limit may be 60 mph – that's not necessarily safe and appropriate for the conditions such as

snow, ice, heavy rain and fog.



Please see our Winter Driving Guidance and Tips through the link [here](#) and watch the video [here](#) or on YouTube: <https://youtu.be/X3l6DLq1HaA>. Take the opportunity to share these with your teams and colleagues, and prioritise staying safe this winter.

## Diabetes Awareness Week 4



We are coming to the end of Diabetes Awareness Month and this week we have created a useful reference guide for you at the end of this document or in the download section of the UK News website: <http://cemexuknews.co.uk/downloads>, focusing on the symptoms and where to go for more help.

Please use this to talk to your teams about diabetes – the signs and how to look after yourselves and each other. To find out more go to: [www.diabetes.org.uk](http://www.diabetes.org.uk)

## Reminder: Road Safety Week Employee Competition



A quick reminder to you all that as part of our Road Safety Week activities we are running a small competition – with prizes!

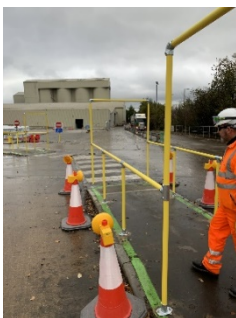
In the download section of the UK News website: <http://cemexuknews.co.uk/downloads> is a short quiz – simply answer the questions and reply with your answers to: [gb-communicationsandpublicaffairs@cemex.com](mailto:gb-communicationsandpublicaffairs@cemex.com). You may need to do some research for some of them!

Correct answers will be put in a virtual hat and then three winners drawn at random, with the following prizes:

- 1<sup>st</sup> prize: £50 Amazon voucher
- 2<sup>nd</sup> prize: £25 Amazon voucher
- 3<sup>rd</sup> prize: £15 Amazon voucher

Closing date is 27<sup>th</sup> November 2020 – see Terms & Conditions (in the download section of the UK News website: <http://cemexuknews.co.uk/downloads>). Thank you for your support with this important campaign. Stay Safe – UK Road Safety Group

## Rugby Keeping Road Safe.....



Dave Hart was impressed with the traffic management improvements and housekeeping on site at Rugby last week. It was also great to see them promoting road safety week's 'No Need to Speed' message.

Thanks to Gary Burgess who looked after him on site.



## Keep Staying COVID Safe



**LOOK OUT FOR OTHERS:**  
Follow the Four Behaviours to  
Prevent the Spread of Coronavirus



PHIL BAYNES-CLARKE  
Director of Cement Operations, UK



Whilst there has been some hopeful news this week regarding re-introducing the tier system in England and a possible vaccine against COVID, we mustn't stop our safe behaviours. To keep yourselves and each other safe please continue to follow the safe behaviours at all times:

- Keep your distance
- Wear a mask
- Wash or sanitise your hands regularly
- Inform your Manager straight away if you have ANY symptoms

## BEING THE BEST FOR CUSTOMERS

### Promoting Low Carbon Concrete



Stephane Plisson, Technical Manager, recently helped promote our low carbon Concretes to customer, Ringway. It was a very productive presentation explaining the benefits of our Vertua products via 'Teams'.

Thanks to Craig Brown for organising and hopefully we will get some interest in the future. Customers like the idea of the product as well as the option for offsetting.

### Dundee Uni Research



This week saw Datchet quarry successfully deliver to the Mineral Products Association at Dundee University to support their ongoing research project.

The project is investigating the performance of fly ash and GGBS-containing ternary Cements to determine whether they can be permitted in BS 8500. If successful, the research at Dundee University will allow the relevant standards to be revised so that new low carbon Cement types can be specified in UK Concrete

applications. A project CEMEX are very proud to be supporting.

A massive thank you to Sean Hayes, Bill Morris and all of the Datchet quarry team for helping and providing the material on short notice.



## CEMEX Go Paperless Update



We are pleased to share an update on the progress of CEMEX Go Paperless. The pilot that is taking place at Manchester Altrincham and Gorton is going extremely well and will be extended to certain plants in Scotland and the North East during the remainder of 2020.

The team have been testing the automation of waiting times which has been successful, this will allow the data from the Drivers App to transfer over to our SAP system, to allow us to move forward with the Paperless project in 2021. It is important that tablets are used correctly to ensure waiting times are accurate.

The roll out to the rest of the UK has been delayed until 2021 due to the ongoing impact of Coronavirus restrictions and further development required in IOS devices.

Tamsin Rodriguez, UK Digital Leader, would like to thank the following people for their support, involvement and the success of the pilot, especially the Drivers who have been very onboard and used the Driver App in the correct way. We are particularly proud of the adoption of tablet use, which is currently at its highest levels. Thanks to:

- Operations Manager – Chris Rudd
- Plant Managers – John Finley, Keith Higgins, Marcus McMullen, Dave McMullen, Decland Lea and Dean Smith
- Shipping Team Leader – Paul Hindley
- Shipping Manager – Paul Cooke
- General Manager – Damon Montgomery
- Commercial Manager – Damian Jenkins
- UK Quality Manager – Noel Dixon
- Digital Support Partner – Alex Salisbury
- All of the CEMEX Go team

Thank you for your ongoing support as we prepare to launch the next stage of CEMEX Go!

## BEING THE BEST FOR SHAREHOLDERS

### Dove Holes Can't Help Breaking Records....



It is fantastic to share with you that last week was a record week with rail tonnage from Dove Holes with over 70kt loaded and delivered safely.

Congratulations to everyone for working together to achieve this performance supporting our growth and sustainability strategy.





## Christmas Has Come Early



Carl Platt enjoyed a visit to our Selby Asphalt plant and Aggregate railhead. The plants continue to develop, and it is good to see the improvements by Bowkers on the railhead. Mark Grimshaw-Smith, Julie Welch, Colin Burdett.... thank you for pushing this along. There are good COVID controls around the plant and offices.



Carl commented: "Selby Asphalt plant is currently planning for a £0.5m investment over the next few

months on Bitumen Tanks and RAP systems and it was good to go through the plans with Colin. It is also nice to see Christmas has arrived early!!!"

## 2020 Set to be a Record Year for Sheffield



Well done to Steven Taylor and team at work at our Sheffield Asphalt plant and Aggregate railhead. Remarkably, 2020 is set to be a record year for the plant and as you would expect they are very busy but they manage to give superb customer service alongside high levels of safety. This is all down to the leadership and efforts of the team.



They are looking forward to the new RAP investments and planning this important project.

## Innovation Awards Seminar



Save the date – 3<sup>rd</sup> December for the EMEAA Innovation Awards 2020 webinar.

Are you interested in innovation and where the developments of the future for CEMEX might be coming from? Then make time for this.

Please click the link below to join the webinar:

<https://cemex.zoom.us/j/82599227991>

You can find out more about the five EMEAA finalists here:

<https://cemex.sharepoint.com/sites/SmartInnovationHub/SitePages/EMEAA-Finalists-2020.aspx>



## BEING THE BEST FOR COMMUNITIES

### Unexpected Bonus for On-line Theatre in Rugby



The Macready Theatre in Rugby recently broadcast their second professional live theatre performance to schools. CEMEX are the annual sponsor and support the educational programmes of the theatre. This has always enabled schools in the local area the opportunity to have access to STEAM subjects/workshops and allows students from schools without drama funding to have the necessary resources to complete the curriculum.

As a result of the pandemic and the need to go to digital, together we have been able to reach more students across the globe!

The Director of Macready commented -

*"...I know that this is being broadcast internationally and that over 2,000 children in schools in the UK, but also in China and Malaysia will be watching. The live streaming is provided by Fly on The Wall Event Broadcasting, and we have been able to bring this company in to broadcast professionally, and to keep theatre 'live' during these difficult times thanks to CEMEX's generous sponsorship".*

The photo shows the first ever Live Streamed performance of *DNA* by Dennis Kelly.

### Cement Team Supports NHS



Great to see Rugby Cement plant supporting key workers by donating 15 pairs of safety glasses to the Dermatology Department at Rugby Hospital. Clinical Sister, Janice Woods, wrote a lovely letter to thank the team, saying: "They are brilliant and so comfortable compared to what we have been managing with. You have lifted our spirits with your kindness."

Well done to everyone at Rugby Cement plant!

### Do you have Ten Minutes?



Please can you fill in a quick survey from the Sustainability team. They are updating the list of the most relevant environmental, social, governance and economic issues for CEMEX employees. Your opinion matters so please can you tell them what is most important to you? This will help drive future plans for these areas.

Here is the link: <https://bit.ly/2J4bLWP>

Please complete before the end of November.



## BEING THE BEST FOR EMPLOYEES

### Organisational Changes in the UK



Following the recent appointment of Terri Charles as UK Service Centre Head and as part of our ongoing commitment to improve our customers' experience, the following Managers will now report to Terri with immediate effect:

- Gemma Crawford - Customer Service Manager Cement
- Harinder Singh - Professional Small Builders Customer Service Manager
- Lianne Morgan - Customer Service Manager Building Products
- Lucy Birch - Customer Service Manager UK Readymix & Aggregates
- Virginia Spencer - Customer Service Manager Dry Mortar

In addition, there is a vacancy for a Continuous Improvement Manager for Customer Service which will be advertised internally.

We would also like to confirm the following appointments in the Materials UK organisation.

### Operational Excellence and Business Development

- Adam Leverett has been appointed as Head of Operational Excellence West Europe Materials
- Al Lavery has been appointed as Head of Engineering UK
- Adam and Al will both report to Laurence Dagley, Director Operational Excellence and Business Development West Europe Materials
- Steve Coles has been appointed as Operational Excellence Manager reporting to Adam Leverett, Head of Operational Excellence West Europe Materials
- Aman Jandu has been appointed as Business Development Manager reporting to Steve Sheller, Head of Business Development West Europe Materials

### Readymix and Aggregates

- Kevin Cage has been appointed as Head of Aggregate Operations UK
- Paul Cooke has been appointed as Readymix Freight Manager UK
- Marcus Rappensberger, General and Commercial Manager is now responsible for South Coast Readymix and Readymix UK Fleet Operations as well as Readymix London and Procon
- Phil Constable and Paul Reynolds have been appointed as Commercial Managers for Aggregates. Phil will have responsibility for Aggregates Commercial in the North and Paul for the South
- These positions will all report to Lex Russell, Director UK Materials.

We congratulate these colleagues on their new appointments and wish them every success with their new responsibilities.



## Feeling Festive?



Take part in the CEMEX Lifestyle crafty Christmas challenge. Simply take a photo of your amazing festive creations and send them in by 18<sup>th</sup> December to: [employee.benefits.competition@sodexo.com](mailto:employee.benefits.competition@sodexo.com). Don't forget to include your name! For more information there is a poster at the end of this document and in the download section of the UK News website:

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

There are four categories:

- Best outdoor decorations
- Best indoor decorations
- Best decorated Christmas tree
- Best Christmas craft (surprise them!)

## Happy Anniversary Concur....



It has now been just over one year since Concur was launched and Clare Pickering and the team have taken this opportunity to reflect on the main queries, and the common pressure points with the system.

Below are some learning points which they hope will help you as you continue to use Concur:

### Access

- The original link must be used to access Concur on your computer:  
<https://www.concursolutions.com/UI/SSO/p0031135y4ki> - this should take you straight into Concur.

### General Claims

- Please allow time for the credit card movement to come through to Concur before you start your expenses (this should usually only be 2-3 days). You should not need to manually add in any items paid for on your card as this will create a duplicate cash expense claim which will be paid to you and need reimbursing to the Company. If you think you are missing some expenses that you have paid for using your Company card contact the T&E team for advice on how to proceed.
- If you use your company credit card by mistake please ensure you process the claim but contact the T&E team to get advice on how to reimburse CEMEX and correct the issue.

### Warning/Error messages

- Amber warning messages (Amber triangle black exclamation mark) are only warnings or prompts to check something. It does not mean you have done anything wrong and you can proceed with submitting your claim if you are happy everything is correct.
- Red warning messages (red circle white exclamation mark) will not allow you to submit your claim until they have been cleared.

### Receipts

- Visa Receipts are not VAT receipts and expenses will be rejected if these are attached. If you do not have a receipt then you must complete the 'Missing Receipt' Declaration, which you can





find the link to when you select 'attach receipt' when completing your claim. This simply asks you to confirm that it is valid business expenditure and that you have lost the receipt.

- Please ensure you obtain a VAT receipt for all fuel expenditure so that if you claim any mileage allowances the company can reclaim the VAT, which helps reduce unnecessary cost to the business. We cannot process the claim without these or need manager approval as this is extra cost for the Company.

### Daily Meal Allowance

- There is a Daily Allowance for meal claims for individuals (defined per policy) which must not be exceeded. If the meal is for more than one person then you **MUST** put in the attendees otherwise it may look like policy rules have not been met.
  - If you see a yellow triangle information message about this, you can still submit the claim, but if you have exceeded the daily allowance it will be rejected by the team and manager approval will be required to explain why policy has not been met.

### Mileage Claims

- If you have a cash allowance instead of a Company Car you need to claim reimbursement for mileage by using the Company car mileage section to ensure you are correctly reimbursed. Personal car mileage claims are only for those individuals who have neither a company car nor cash allowance.

### Administration

- To ensure we meet with CEMEX policies, if an individual has not completed their expenses within 60 days of making the expense then the card will automatically be blocked. It is the cardholders responsibly to ensure their claims are submitted on a timely basis to allow us to keep our financial records up to date and accurate, so you may not be notified beforehand. Please do not put yourself in this position.

If you have questions or difficulties processing your claims and a colleague cannot help you, please do contact the T&E team who can provide some guidance and support. They can be emailed at GB-T-and-E-Claims ([gb-sctandecclaims@cemex.com](mailto:gb-sctandecclaims@cemex.com)) in the first instance or their contact number is +44 2034 575782 should you require a more immediate response.

Alternatively, if you need to escalate matters further

- Tomas Hozik ([tomas.hozik@cemex.com](mailto:tomas.hozik@cemex.com)) or,
- Alan Venning ([alan.venning@cemex.com](mailto:alan.venning@cemex.com)) can provide management support.

Thank you for your continued commitment to using the Concur system.

### Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
157-11-2020	Transport Planner	Materials UK Midlands	Oldbury Office	30/11/2020

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.



# What are the signs and symptoms of diabetes?

Are you worried that you, your child or someone you know may have diabetes?

## The common symptoms of diabetes:

- Going to the toilet a lot, especially at night
- Being really thirsty
- Feeling more tired than usual
- Losing weight without trying to
- Genital itching or thrush
- Cuts and wounds take longer to heal
- Blurred vision

Toilet



Thirsty



Tired



Thinner



These symptoms can affect anyone - adult or child.

## I have some diabetes symptoms. What now?

If you have any of symptoms of diabetes, you should contact your GP. It doesn't necessarily mean you have diabetes, but it's worth checking - early diagnosis, treatment and good control are vital for good health and reduce the chances of developing serious complications.

For more information, visit:

<https://www.nhs.uk/conditions/diabetes/>

<https://www.diabetes.org.uk/>



**4.6 million**

people are living with diabetes in the UK



**12.3 million**

people are at **increased risk** of Type 2 diabetes

4TH-18TH DECEMBER

# GET CRAFTY THIS CHRISTMAS FOR A CHANCE TO WIN



It's beginning to look a lot like Christmas! So, we'd love you to channel your inner Buddy the Elf and send us photos of your Christmas creations for a chance to win 1 of 4 £75 eVouchers.

## We've got 4 categories:

- Best outdoor decorations
- Best indoor decorations
- Best decorated Christmas tree
- Best Christmas craft (surprise us!)

## How to enter:

Email your entry to:  
[Employee.benefits.competition@sodexo.com](mailto:Employee.benefits.competition@sodexo.com)  
Don't forget to include your name

Winning entries will be published on our platform and via email – see T&Cs for full details.



Want to find out more?  
Visit: [www.cemexlifestyle.co.uk](http://www.cemexlifestyle.co.uk)  
Call: 01908 303531



Full terms and conditions apply – visit your benefits website for full details