



Welcome to UK News 6th February 2020
your weekly update from around CEMEX UK

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BEING THE BEST FOR FAMILIES

UK Health And Safety Incident Performance 2019 – A Record Year



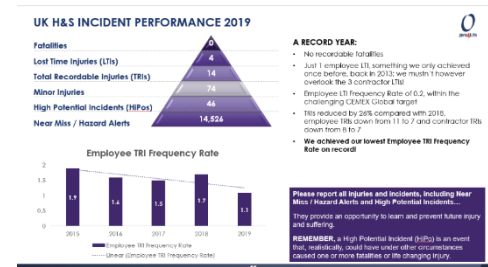
Andy Taylor gave this brief summary of the health and safety incidents across the UK last year. In summary, we made another significant step towards ZERO4Life performance:

- No recordable fatalities
- Just one employee Lost Time Injury (LTI), something we only achieved once before, back in 2013; we mustn't however overlook the three contractor LTIs!
- Employee LTI frequency rate of 0.2, within the challenging CEMEX Global target
- Total Recordable Injuries (TRIs) reduced by 26% compared with 2018, employee TRIs down from 11 to 7 and contractor TRIs down from 8 to 7
- We achieved our lowest Employee TRI Frequency Rate on record!

Thanks go to everyone for continuing to Look After Themselves and Each Other during a time of significant change. Hopefully, under the leadership of the National Health and Safety Committee, and with everyone's support we can continue to build on this improving trend.

Carl Platt, Chair of the National UK Health & Safety Committee commented: "This shows great commitment and drive by the UK Team on this improved performance. The plans are set for 2020 and health and safety remains our number one priority. As we know safety has no memory so every day we start again."

Please continue to report all injuries, in particular those with high potential (HiPos); they remind us that there is no room for complacency and give us an opportunity to learn and take action before anyone suffers severe injury.



Attack Your Heart Health!



Last year five fellow employees and contractors suffered a heart attack in our European operations whilst at work. Please share this message, let's take care of ourselves and colleagues!

Please take the time to get a health check on your heart.

It's Friendly February



With a lot of us glad to get January behind us we can now look forward to Friendly February! Following on with our focus on mental health and wellbeing, action for happiness calendar for this month puts the spotlight on friendship.

There is a calendar with actions on for each day which you can print off (see the end of this document or download here: <http://www.cemexuknews.co.uk/downloads/>) and put it on your office/plant noticeboard and see if you can complete the easy to do suggestions.

Remember, *“People forget what you said and what you did. But they never forget how you made them feel.”* - Maya Angelou.

See if you can make someone feel good about themselves each day in February. Please visit: www.actionforhappiness.org for more info.

Fill In Your NMHA Cards.....



It is great to see that the trip hazard identified with a NMHA at our Rugby office has been fully remediated with a newly patched layer of Asphalt.

Thank you Sharron Goldingay and Carl Platt. It's always worth filling in a card...



BEING THE BEST FOR CUSTOMERS

New D-Day Museum Pour



Well done to the team working with Jarrot Groundworks recently. We provided a 180+ pour out of our Portsmouth plant to the new D-Day Museum in Southsea.

Thanks to Erin Frank, Sales Exec, for sharing the image.

Rail In Full Swing



It's good to see our Rail Aggregate deliveries in full swing in the UK. Dave Hart took this action shot.

Every rail journey saves truck movements on our roads, significantly cutting down on the CO2 emitted - good for customers and great for the environment...it's a win win.....

BEING THE BEST FOR SHAREHOLDERS

I Declare This Dry Discharge System Officially Open!



The new £3.8million dry discharge system at CEMEX's Northfleet Wharf in Kent has been officially opened. We partnered with the Port of London Authority (PLA) on the investment, which will ensure a more sustainable and flexible operation.



Following this investment CEMEX's marine dredgers, which bring sand and gravel from CEMEX's licensed offshore locations in the North Sea and the English Channel into Northfleet, will be able to arrive fully laden for the first time. This will increase capacity of the site by approximately 350,000 tonnes per year to between 800,000 and 850,000 tonnes. This will allow us to provide more material to our on-site building products plant, reducing the need for Aggregates to be transported in from other locations. This offers considerable sustainability benefits, as every dredger load reduces the need for 250 lorries on the region's busy roads.



Prior to this investment, the wharf at Northfleet was the only wet discharge system remaining in CEMEX's UK portfolio, and was prone to blockages and limited the products and capacity that could be brought into site. The new dry discharge system will increase the reliability and flexibility of the wharf, reducing the risk of blockages and ensuring ships can bring in exactly the right materials needed. The site can therefore better balance stocks and ensure quality, providing CEMEX's customers with an improved service.



Laurence Dagley, CEMEX UK Materials South's Managing Director, said: "We are grateful for our positive relationship with the PLA, and thankful for their support. Not only will this investment allow us to better serve the London market, opening up opportunities for growth and securing the future of the wharf, but it also promises a considerable sustainability benefit by taking trucks off the road."

CEMEX's UK strategy focuses on London and the other metropolitan markets across the country, as we believe increasing urbanisation will drive greater demand growth in these markets. It is therefore vital that our sites in these areas are developed to ensure they can support this strategy.



Thanks to the funding from PLA, we have been able to invest our own resources into other assets, such as CEMEX Go Innovation, our state-of-the-art marine dredger which will arrive in the UK later this year."

Robin Mortimer, PLA Chief Executive, said: "This investment is central to our long-term Thames Vision work to maximise the use of tidal river between Teddington and the coast, for both freight and passenger transport."

Local MP, Adam Holloway, attended the opening event, commenting: "It is genuinely an honour to cut the ribbon on this wonderful project, which is such a great collaboration between the PLA and CEMEX. The river has always been a mainstay of Gravesham's economy and this very welcome new investment. It's also contributing towards the work the nation needs to undertake to achieve net zero carbon emissions by 2050."

CEMEX Cyber Security And The UK National Safe Internet Day



Cyber enabled crime represents the No.1 security threat to CEMEX globally. Tuesday 11th February marks the UK's National Safe Internet Day. To coincide with this initiative CEMEX will be launching an informative video on cyber security incorporating a range of practical hints and tips about how to stay safe online. The video has been recorded in partnership with The West Midlands Regional Organised Crime Unit, Cyber Prevent Specialist, James Squires.

On 11th February SharePoint access will be enabled to all employees to view the recording which was taken of James recently presenting to a wide range of employees at both the CEMEX UK head office and the Cement plant at Rugby. The presentation was very well received with many attendees commenting it should be compulsory. Please take the time to take a look. You will gather many useful points to help secure your online use both at work and home.



Save The Date – CEO Video Webcast



Join us for a special live video webcast, where our CEO will discuss our company's new strategic priorities.

Invite your colleagues to watch. Share your questions during the event.



Host: Fernando A. González, CEO
Date: Tuesday 11th February
Time: 3.00pm UK Time

Connect through VPN or CEMEX Network before clicking on the link.

Please connect 5-10 minutes prior to the scheduled time of the webcast:
<http://cmx.to/CEOwebcast>

Where possible, please use meeting rooms and conference areas to watch the webinar with together with your colleagues. This is important to optimise available bandwidth across the business.

The link and more detailed information will also be accessible via Shift's homepage.

BEING THE BEST FOR COMMUNITIES

CEMEX A-Class On Climate Change Transparency And Action



The CDP (formerly Carbon Disclosure Project) raised its rating of CEMEX from B in 2018 to A- in 2019 for our company's commitment to climate protection. The rating upgrade reflects our global improvement in governance, risk management, CO₂ emissions reduction initiatives, low carbon products, and value chain engagement.

To date, at a global level, we have reduced our direct CO₂ emissions per ton of cementitious product by more than 22% compared to the 1990 baseline, allowing the company to avoid approximately 8million tons of CO₂ during 2019, equivalent to the carbon emissions of 1.6 million passenger vehicles.

In Europe last year alone, we reduced our CO₂ compared to the year before equivalent to taking around 65,000 cars off the road.

We are taking the following steps to further reduce our direct CO₂ emissions:

- Producing new types of low CO₂ clinker, cement, and concrete products
- Increasing our use of alternative fuels as a substitute for fossil fuels

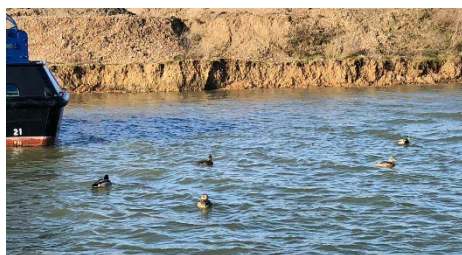


- Using waste from other industries as alternative raw materials as a substitute for clinker
- Expanding and protecting natural carbon sinks from our El Carmen Nature Reserve to all of our quarries
- Developing and testing disruptive technologies like carbon capture, utilization, and storage (CCUS) and other innovative carbon technologies

We are also determined to reduce indirect CO2 emissions from electricity through the company's use of renewable energy. Close to 30% of CEMEX's global power consumption is covered by renewable energy sources, the highest rate among global cement companies.

As climate and sustainability continue to rise on the Agenda, in the coming weeks and months, we have some exciting developments in our region and wider company regarding our climate commitments, so watch this space as there is more news to come.....

The Denge Ducklings



All grown up now the Denge ducklings are part of the crew up at the quarry! They are still going strong and follow the tugboat up and down all day waiting for treats.

Maybe there'll be some more ducklings before long and then there will be a whole flock following the tug!!

BEING THE BEST FOR EMPLOYEES

Breedon Divestment Update



Since we announced that CEMEX will sell part of its UK business to Breedon Group plc, we have been working hard to verify which employees will transfer to Breedon. We have now completed this exercise and 632 employees have been advised that they will automatically become Breedon employees when the sale completes, which we expect to be in early Q2.

In addition, 11 employees who will stay with CEMEX have been advised that their work location will be sold to Breedon, which means that we need to find them another office to work from. Between now and when the sale completes we will consult with both groups of employees.

Preparations for the nomination and election of Employee Representatives are now underway, so that we can begin consultation later this month. Given the large number of people involved, we will run three consultation groups.

Each group will have its own consultation meetings, but all three will run in parallel, so that the first meetings for each group will take place w/c 24th February, the second meetings 3rd March etc. Each consultation group is divided into constituencies (groups of employees) and each constituency will



have its own Employee Representative who will represent the employees in their constituency at consultation meetings.

We plan to get these meetings underway as soon as possible so that we can provide information and answer questions. We will also continue to keep everyone updated about the consultation process and the planned sale, with regular updates in UK News.

15 Years For Jane Walsh



Congratulations to Jane Walsh, our Head of Sales and Operations Planning in Europe, on reaching an impressive 15 years service.

Thanks for your loyalty and commitment.

Want To Nominate A Colleague?



Who do you think deserves a 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.

For a nomination form email: gb-hrplanning@cemex.com

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
22-01-2020	Quality Control Specialist	Cement Operations UK	South Ferriby Cement Plant	21/02/2020
23-01-2020	Internal Sales Executive	Materials UK North - Scotland	Uddingston Office	14/02/2020
24-01-2020	Plant Operative (16:00-2:00 Night Shift)	Materials UK South	Dagenham Wharf	14/02/2020
25-01-2020	Plant Manager	Materials UK South	East London Area	28/02/2020
26-01-2020	Multi Skilled Operative	Asphalt	Lincoln Coating Plant & Depot	14/02/2020

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.





ACTION CALENDAR: FRIENDLY FEBRUARY 2020



SUNDAY



"People forget what you said and what you did. But they never forget how you made them feel" - Maya Angelou

MONDAY

2 Ask a friend what good things have happened to them recently

3 Do something supportive and friendly for your colleagues

4 Notice the good qualities of everyone you meet today

5 Get in touch with an old friend you've not seen for a while

6 Thank someone and tell them how they made a difference for you

TUESDAY

9 Put away digital devices & really focus on who you're with

10 Try to involve others and invite them to join your conversations

11 Smile at the people you're with and try to brighten their day

12 Send an encouraging note to someone who needs a boost

13 Be kind especially when your first instinct is to be unkind

WEDNESDAY



THURSDAY



FRIDAY

SATURDAY

SATURDAY

1 Send someone a message to say how much they mean to you

8 Say friendly things to people who work in your local shop or cafe

15 Make an effort to have a friendly chat with a stranger

22 Make a plan to meet up with others and do something fun

29 Make uninterrupted time for your loved ones

7 Show an active interest by asking questions when talking to others

14 Tell loved ones why they are so special to you

21 Give sincere compliments to three people you meet today

28 Be gentle with someone who you feel inclined to criticise

6 Thank someone and tell them how they made a difference for you

13 Be kind especially when your first instinct is to be unkind

20 Actively listen to what people say, without judging them

27 Share what you're feeling with someone you really trust

5 Get in touch with an old friend you've not seen for a while

12 Send an encouraging note to someone who needs a boost

19 Tell a loved one about their strengths that you value most

26 Thank three people you feel grateful to and tell them why

4 Notice the good qualities of everyone you meet today

11 Smile at the people you're with and try to brighten their day

18 Look for the good side when other people frustrate you

25 Make positive comments to as many people as possible today

3 Do something supportive and friendly for your colleagues

10 Try to involve others and invite them to join your conversations

17 Respond positively to everyone you meet today

24 Do an act of kindness to make life easier for someone else

2 Ask a friend what good things have happened to them recently

9 Put away digital devices & really focus on who you're with

16 Call a friend to catch up and really listen to them

23 Take time to speak with a neighbour and get to know them

ACTION FOR HAPPINESS



www.actionforhappiness.org

Find out more about the Ten Keys to Happier Living, including books, guides, posters and more here: www.actionforhappiness.org/10-keys

