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Welcome to the winter issue of CEMEXPRESS, our first for 2020.

For all of us the new year started with a significant announcement.

The strategic decision to divest some of our sites to Breedon is part of our ongoing strategy to focus and grow in the UK metropolitan markets whilst reducing our global debt. Other CEMEX European countries including France, Germany and Spain have also divested sites in the last two years.

However, we recognise that many people are feeling apprehensive about the news and may be concerned for themselves and their colleagues.

To those who will remain in the CEMEX team, please be assured that the future is exciting and will bring many opportunities. We are confident of financial growth, building on the positive results we achieved in the UK and Europe last year. CEMEX UK remains a large business, an important industry player and will continue to contribute to the success of CEMEX globally. The sites being retained are those which will enable us to serve our target markets more effectively and enhance our customers' experience. To further support our strategy significant capital investments are planned, expanding on those that were carried out last year.

For those who will be joining Breedon, this will bring you opportunities in a well-respected company which also has a positive future. Your experience, skills and commitment will be an asset to them. We ask everyone to keep working with professionalism and focus and most importantly stay safe and healthy during the transition period.

We are committed to completing this divestment such that all employees are treated fairly and are kept well-informed; whether they stay with us and help us to build a stronger future; or move to be part of Breedon's business. We will continue to communicate with you all throughout the process.

In the meantime, please enjoy this issue of CEMEXPRESS, full of interesting stories from across the company.



DIVESTMENT TO BREEDON ANNOUNCED

By now you will be aware that CEMEX has reached an agreement with Breedon to sell some of our UK sites and operations. The reasons from our CEO for selling CEMEX assets in various countries are clear – to reduce our debt and make CEMEX more attractive to investors, as part of the “Stronger CEMEX” strategy. Most of our 2,800 employees are not directly affected by this, and CEMEX remains totally committed to the UK market.

Lex Russell, Managing Director - UK Materials Northern, explains the impact for the UK: “The divestment directly impacts around 660 UK employees who will now prepare to leave CEMEX and join Breedon over the next few months. I know how many of our people have given loyalty and long-service to the business, and it is hard to say goodbye to valued colleagues. This is a period of reflection and uncertainty for some and will no doubt raise questions.

“I can reassure all CEMEX UK employees – we will as always treat everyone with openness and honesty to ensure the transition is as smooth as possible and will keep everyone updated on progress.”

As you would expect, we are committed to complying with TUPE legislation, which includes a thorough consultation process. TUPE stands for Transfer of Undertakings (Protection of Employment) Regulations.

Breedon is a well-respected and growing UK business with a very experienced management team and a positive financial position – since 2010 the Breedon share price has grown steadily as the business has expanded.

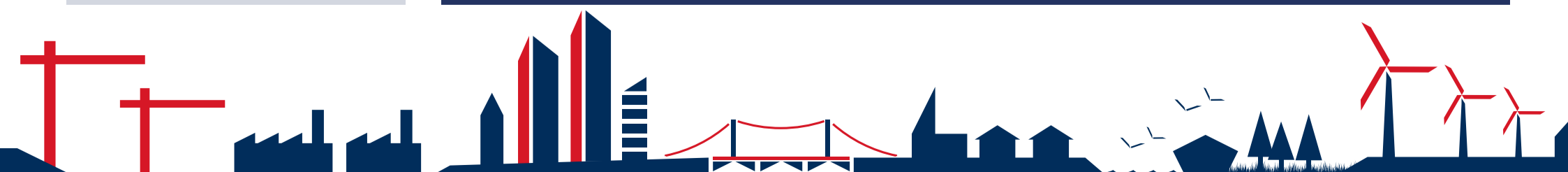
For those continuing to work at CEMEX, the strategy continues to be to develop our UK and Europe business by investing in and growing our target markets particularly in metropolitan areas.

After the divestment CEMEX will have approx. 2,200 UK employees contributing to annual sales revenues in excess of £600m (based on 2018 Full Year results). Our profit margin percentage will also increase as the combined performance of the assets being sold is below the performance of the retained UK assets.

Following the divestment the UK portfolio will include 2 cement plants and Tilbury mill, 138 ready-mix plants, 27 active aggregate quarries, 12 depots, 10 aggregate wharves, 16 asphalt plants, 5 concrete products operations and 4 Dry Silo Mortar plants. We will not completely exit any of the areas affected, retaining 5 locations in Scotland, 6 in the North East and 10 in Wales and the South West. In addition, we will continue to supply cement to the divested operations after the sale.

Lex continues: “We ask you all to continue keeping everyone safe and healthy as our number one priority, and to keep working as “business as usual” during the transition period. When the sale is completed – probably in April 2020 – we will focus on clarifying the priorities and delivering another successful year for the CEMEX UK business in 2020.

“If anyone needs to talk further about this with myself and my UK colleagues, please contact any of us directly, and thank you in advance for working together to manage this challenging transition period.”...continued on p5



DON'T TEXT AND DRIVE

Texting whilst driving is both illegal and six times more dangerous than drink driving, yet people still do it. Think about that for a second. They take one hand off the wheel and their eyes off the road to read a message and type a reply, all whilst travelling at high speed in a lethal weapon. It is incomprehensible why anyone would think that is safe to do.

Over the past 12 months several CEMEX truck drivers have been seen using personal hand held phones and have left the company as a result. The message is clear - **Do not text and drive.**

At best you will be fined or banned from driving, at worst you will kill someone. Thank you to everyone who has already supported this campaign at their site or office.



CAUTION

ONE SMALL STEP

From slippery surfaces and unsuitable shoes, to not holding handrails and failing to keep our workplaces in order – we have a tendency to underestimate hazardous circumstances, especially when we are stressed or in a hurry.

However, these seemingly small details resulted in 40 accidents in Europe in the last two years. 28 CEMEX employees and 12 contractors were injured. How can we learn from these events and prevent them from happening in the future?

Slips, Trips and Falls incidents are our main concern, especially at this time of year. With winter in full swing, please prepare carefully to minimise the risks:

- Grit Salt – Readily available, with arrangements and equipment in place for clearing walkways, etc. as appropriate
 - De-icer – Stocks available to ensure good all round visibility can be maintained on vehicles at all times
 - Walkways – Demarcated, well-lit, free from trip hazards and standing water
 - Housekeeping – Work areas kept clear and tidy at all times
 - Footwear – In good condition, with suitable grip
 - Get a Grip – Hold the handrail on steps and stairways and check the surrounding area when stepping down from vehicles
 - Frost Protection – Minimise the effects of frost on production sites, draining down equipment, using lagging, trace heating, etc.
- Let's reflect on all the "important details" and put our tools into action so that together we can achieve our Zero4Life goal. Our attitude is a key factor in determining whether or not the next accident will happen.

REMEMBER THE HEALTH ESSENTIALS

DON'T FORGET YOUR HEALTH AND WELL-BEING CHECK UP

For several years, CEMEX UK has offered health and well-being check ups alongside the legally required health tests.

The personal health report that you receive after these check ups will indicate if there's any potential medical issue which requires further investigation by your GP.

Over the last few years we have had employees telling us that these checks have highlighted issues they were previously unaware of, helping them get effective treatment at an early stage.

All medical information is confidential between the healthcare provider and the individual, CEMEX does not receive any personal information.



MAYOR OF LONDON VISITS STEPNEY PLANT

Sadiq Khan, Mayor of London, visited our Stepney Readymix Plant. Mr Khan was there to look over our fleet of trucks on the same day he was implementing the new Direct Vision Standard, which aims to ensure all LGVs in London meet the necessary safety requirements.

Andy Taylor commented: "It was an honour and reflection of the long-standing commitment to road safety that runs throughout the business, that he chose to visit one of our sites on the day he officially launched the new initiative."



UNDER THE FEET OF LEGENDS...

CEMEX in the US recently completed a job at Inter Miami Lockhard Stadium in Florida - aka David Beckham's new football club.

We proudly supplied approximately 2,550 tons of neogem Turfstone and neogem TopStone – a specially designed coarse and fine drainage layer product with high water permeability and good interlocking results, providing stability to the ground without compacting. Let's hope it helps David's team score a few goals!



RAF CONINGSBY RUNWAY SUCCESS

Lincoln Asphalt plant completed supplying asphalt to Colas on the prestigious runway resurfacing project at RAF Coningsby. The challenging project involved the supply of over 25,000t of surface course material and took five months to complete. The runway had to be resurfaced at night with a Porous Friction Course while always remaining fully operational, so typhoons could be scrambled in case of an emergency. Well done and thanks to everyone involved for delivering such a successful and lucrative project.

UK TEAM WINS EUROPEAN CUSTOMER SERVICE AWARD

Congratulations to Scott Jones, Cement Logistics Manager for the UK, and his team who won first place at the European level, as part of the global Superior Customer Experience Award for CEMEX, for their introduction of Out of Hours deliveries to customer silos.

The goal of introducing Out of Hours (OOH) deliveries was to improve the customer experience by delivering product out of operational hours, ensuring silos are full and ready for the following day's work. This had the added benefit of improving fleet utilisation by operating the fleet over a 24 hour period as opposed to the traditional 12 hour shift. UK Bulk Cement now has a much more flexible service offering to both internal and external customers.

In the UK nearly 30% of our total deliveries are now made OOH, with nearly 50% of deliveries to our internal plants made OOH.

Scott commented: "Delivering our Bulk Cement out of hours is now a key part of our Superior Customer Experience in the UK. By smoothing demand across a 24 hour period, not only can we take more orders from customers, we are able to mitigate the service impact during the first few hours of the day, when everyone needs product in their silos."



CEMEX RAIL TEAM WIN CUSTOMER CARE AWARD

The CEMEX Rail team was very proud to win the Customer Care Award at the RFG Awards 2019.

The award was given jointly with Victa Rail for the work undertaken at Dove Holes to improve rail loading and turnaround times. It is supported by stats from Network Rail, which show for the first time ever, that piece of the network is above the targets set for arrivals and departures.

CEMEX was represented on the night by (pic left to right) Steven Coles, Nicholas Watson, Mark Grimshaw-Smith and Nicola Drabble.



CONSTRUCTION WEEK 2019 AT THE NEC

Well done to the CEMEX team who took part in Construction Week back in October. They had a great stand at the NEC which included live pours to demonstrate some of our newer products – and the concrete smoothies were back as well!



BRINGING THE DESERT TO BROXBORNE

The Aggregates team have been helping some exotic customers recently as part of efforts to increase factored sales.

Natalie Wood (Commercial Development Manager Aggregates, Home Counties) was approached by the Head Keeper from Paradise Wildlife Park in Broxbourne Hertfordshire, and asked to source a stone free, free-draining sand to use in the camel enclosure. The Aggregates team were able to source a high-quality silica sand, which was factored in from LB silica in Leighton Buzzard.

Factoring has made this possible as CEMEX do not supply a suitable product. It is a fantastic example of us being able to source exactly what the customer requires, even if we don't have it ourselves.



CLEANING UP THE RIVER THAMES

CEMEX Mortars have begun the supply of Dry Silo Spray Concrete to the prestigious Thames Tideway Central project for Ferrovial Laing O'Rourke JV.

The project is the centrepiece of Thames Water's commitment to clean up the Thames and prevent raw sewage entering the river during periods of heavy rain.

The material to be supplied is split over six sites along the river, from Blackfriars to Falconbrook near Wandsworth Bridge, and comprises of Spray Concrete for shafts and elements of the tunnel lining.

The mix being used is a development of the material supplied to recent London underground projects and provides a reliable, high performance product to the demands of site at the press of a button.

Congratulations!

LTI FREE ACHIEVEMENTS:

8 years - Well done to the Home Counties and East Anglia teams for reaching 8 years with no LTIs or TRIs.

15 years - Massive congratulations to the team at Somercotes Rail Solutions for an impressive 15 years without an LTI.

22 years - What an achievement for Middlegate quarry South Ferriby to reach 22 years LTI free. During this time they have processed 13 million tonnes of limestone and clay!

18 years - Well done to the team at Marine HQ, Baltic Wharf, Southampton for reaching an amazing 18 years LTI and TRI free.

2 years - Congratulations Supply Chain Rail &

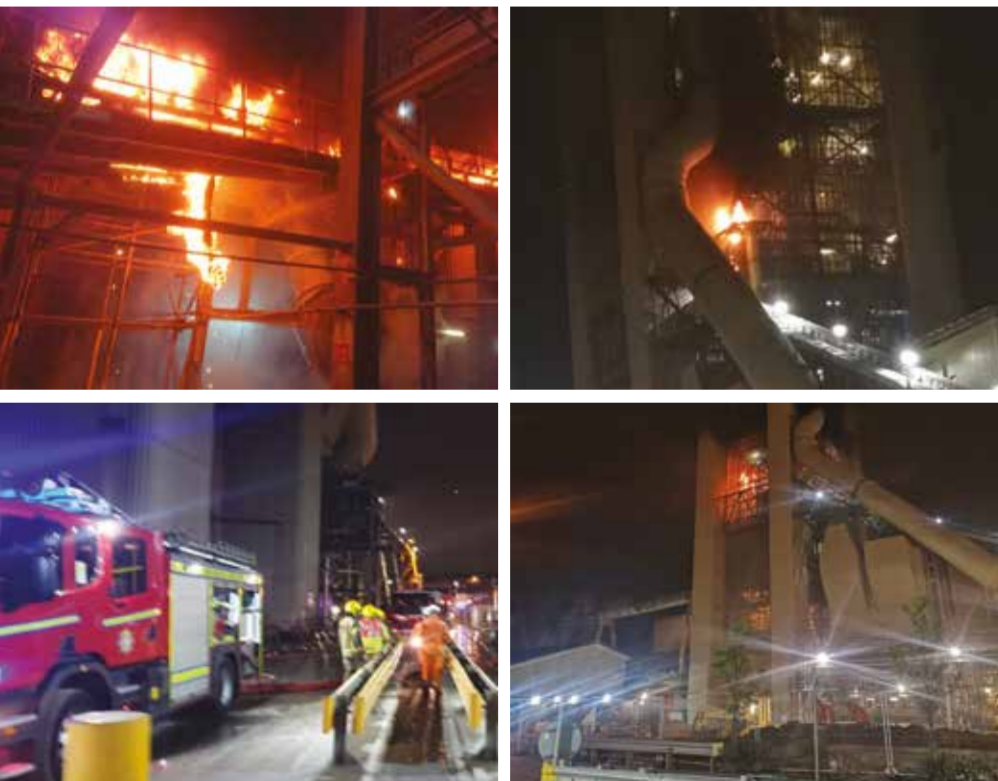
Sea for reaching 2 years LTI free milestone of which you should be very proud.

14 years - The Northfleet team has reached 14 years LTI free, a great achievement.

7 years - East Leake Quarry in the Midlands has reached 7 years LTI free. Well done to all the site staff and contractors.

16 years - Thank you to all the staff at Cambusmore Quarry past and present for helping to reach such a significant milestone.

3 years - CEMEX Rail Solutions is celebrating 3 years LTI free. Congratulations to everyone on the team.



GOOD TEAMWORK SAVES RUGBY CEMENT PLANT

A few months ago there was a serious fire at the Rugby Cement Plant. Thankfully everyone was kept safe and it didn't spread or cause too much damage. This is in a large part to the fantastic housekeeping at the plant, as well as excellent safety training and response from the Rugby team.

The team on shift at the time acted quickly and followed the escalation procedures perfectly, which meant the incident was brought under control. The fire services were called and responded rapidly. In addition, all the correct equipment was to hand at the plant.

Phil Baynes-Clarke, Plant Director, commented: "Huge congratulations to the teams whose training and responsibilities kicked in instantly to deal with the fire. I couldn't ask for a better team."



WELL DONE TO THE DRIVERS OF THE YEAR FOR 2019!

October saw another fantastic annual Driver of the Year event to recognise the safe and efficient driving of our employed LGV Drivers and to remember Keith Lacey who championed this in the operation.

All 15 finalists were winners from the various depots and enjoyed a series of activities – on and off road – at the industry renowned vehicle test centre of Millbrook, to determine a winner from our Cement and Aggregates operations. Congratulations to the winners: Tim Eley from Cement at Rugby and Gordon McKeen from Aggregates.



CEMEX & RSPB CELEBRATE 10 YEAR ANNIVERSARY

In November, colleagues from across CEMEX UK met with RSPB employees and other key industry representatives to celebrate 10 years of partnership with the nature conservation charity.

The relationship with the RSPB has focussed on the conservation of rare and endangered species on CEMEX owned land. As a result, Biodiversity Action Plans (BAPs) have been put in place at high priority CEMEX sites across the UK, with new projects being started at a number of other quarries as well.

A key highlight of the partnership is that 1,000 hectares of habitat have been restored two years ahead of schedule. Other achievements have included work at Norton Subcourse, Hatfield, Southam and Tattershall sites to create habitat and a sustainable food source for the Turtle Dove, which is the country's fastest-declining bird species; and efforts to protect the rare red-billed Cough at its Raynes quarry. Standout restoration projects have also received nationwide acclaim, such as the Rugeley heathland and Lade Pits quarry in Kent.

Andy Spencer, VP of Corporate Affairs, Sustainability & ERM for CEMEX Europe, said, "Conservation is one of the key parts of our ongoing sustainability strategy and this partnership is critical for us to deliver ongoing net gain in biodiversity across our extraction sites. When we complete our work, we are giving more back to society and the environment than was there to begin with."

"In the future, the partnership needs to continue to deliver high quality, high priority habitats to help combat the decline in biodiversity that we've seen in the UK. We are excited to see what we can achieve together over the next 10 years!"



DIVETHILL RESTORATION PLAN WINS AT MPA AWARDS

The planned restoration at Divethill was victorious at the MPA Quarries and Nature 2019 Awards, being named overall winner in the Planned Biodiversity-led Restoration category.

The MPA praised the plan as a fantastic example of progressive restoration of a rock quarry to create an attractive landscape and a mosaic of species-rich, locally important and distinctive 'Whin' grassland, agricultural grassland, woodland and hedges, and open water. The judges were impressed by the clear plan to deliver a range of habitats and realise the unique opportunity presented by quarrying to deliver regional priorities and wider landscape-scale benefits.

Donald Wilkins, Development Planner, said: "Through early engagement with the Northumberland Wildlife Trust, the RSPB, Northumberland County Council and Magnificent Meadows, it was clear that the restoration at Divethill Quarry provided an opportunity to create new areas of species rich grasslands and whin grasslands, both of which have been in decline over the past few decades."



SAFETY SAVVY TEAM WIN MPA SAFETY AWARD

Massive congratulations to the Safety Savvy team, who each won a special MPA Safety Award at the 2019 awards ceremony. The awards were given for exceptional personal commitment to health and safety.

The MPA stated that CEMEX UK has an unrelenting determination to make the difference by involving all the workforce and engaging and sharing its ideas within the MPA.

The worthy winners are: Sonny Netto, Ronnie Simpson, Sam Shepherd, Steve Taylor, Lee Needham, Paul Cheeseman, Stewart Macrae, Callum McPhillips and Jason Aked.

BREEDON DIVESTMENT CONTINUED...

On Wednesday 8th January, CEMEX announced that it has agreed to sell part of its UK business to Breedon Group plc. Breedon will pay \$US235m including debt of approx. US\$31m for the divested sites which are in markets with a better fit for the buyer. The proceeds from this divestment will be used mainly for debt reduction and general corporate purposes.

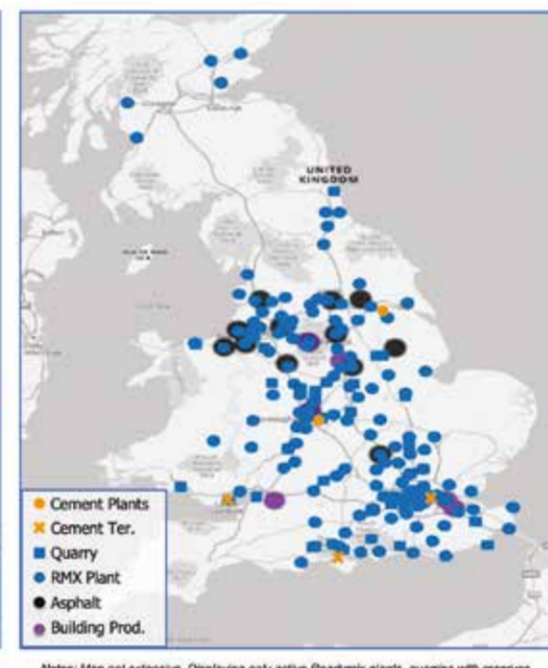
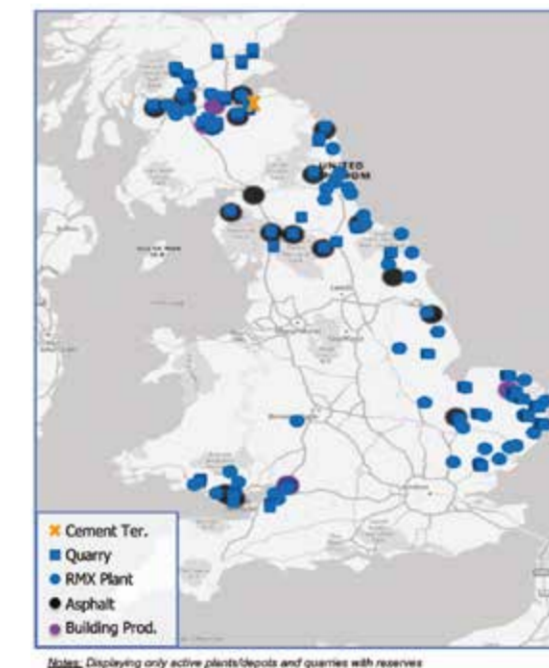
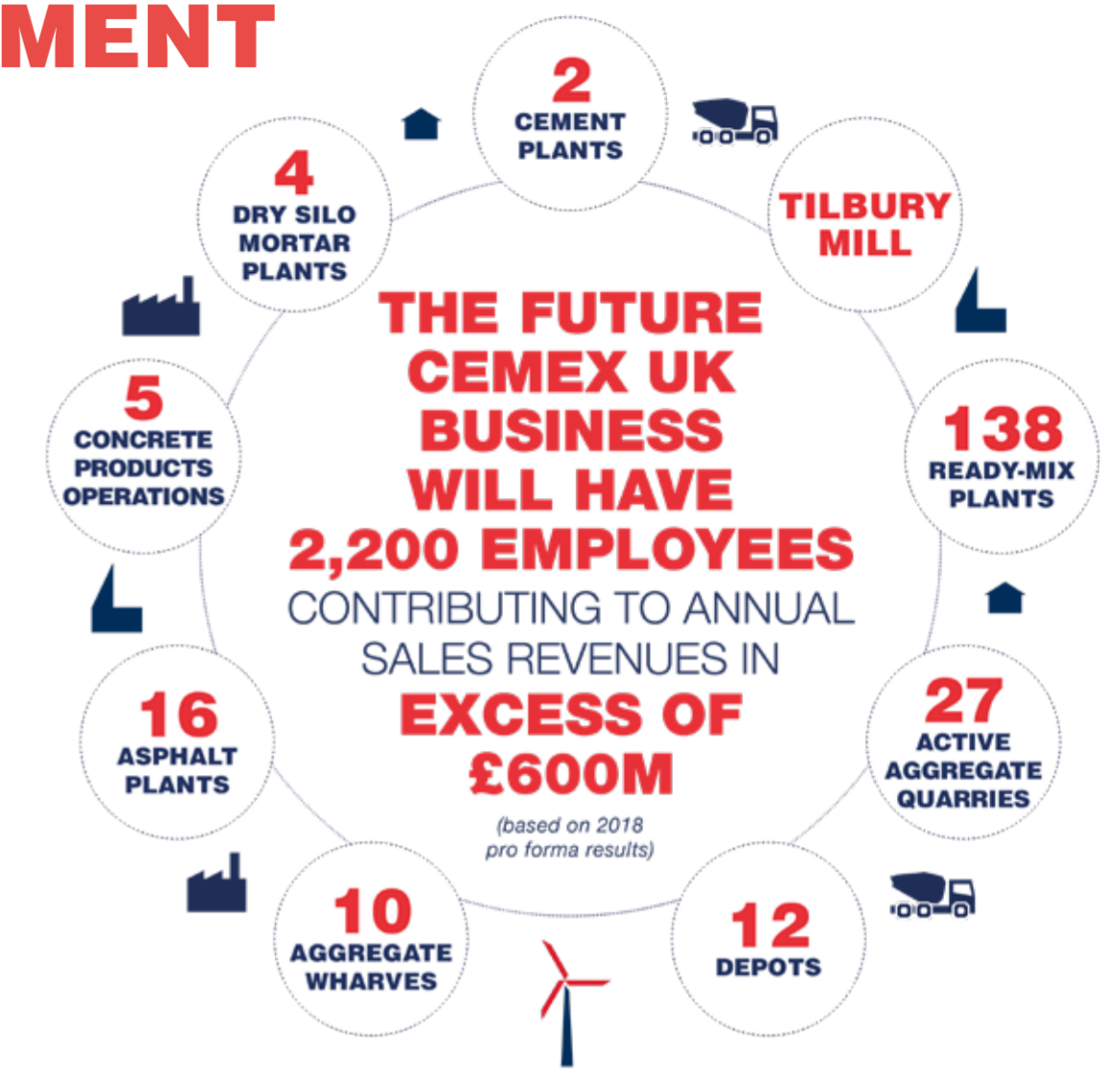
The business being sold comprises 49 readymix plants, 28 aggregate quarries, 4 depots, 1 cement terminal, 14 asphalt plants and 4 concrete products operations. Part of the Paving Solutions business is included in the sale as well as some inactive sites and they will all be integrated into Breedon's business.

The change of ownership will not happen straight away. It is currently anticipated that the sale will complete at the end of the first quarter 2020, but this will depend on a number of steps that need to happen first, including an information and consultation process with affected employees. In the meantime, it will be business as usual in most respects.

HOW DOES THIS AFFECT YOU?

Employees will fall into one of the following four groups:

- As part of the sale, it is expected that most employees of the transferring business will automatically become employees of Breedon under a piece of legislation called the Transfer of Undertakings (Protection of Employment) Regulations 2006 or "TUPE".
- Some CEMEX employees who are not within the scope of TUPE may be offered the opportunity to move to Breedon voluntarily.
- Other employees who will remain with CEMEX and will not transfer to Breedon, may nevertheless be affected by the sale of the transferring business, for example by relocating to another CEMEX site.
- A large number of employees will not be affected.



UK ASSET FOOTPRINT BEING DIVESTED

UK RETAINED BUSINESS FOOTPRINT

PROPOSED TIMEFRAME

- 8TH- 24TH JAN 2020
VALIDATION OF EMPLOYEE GROUPS
- 31ST JAN 2020
COMMUNICATION TO AFFECTED EMPLOYEES
- 3RD - 14TH FEB 2020
NOMINATION AND ELECTION PROCESS
- 24TH FEB 2020
CONSULTATION WITH EMPLOYEE REPS COMMENCES
- EARLY APRIL 2020 - TBC
EMPLOYEES TRANSFER TO BREEDON

NEXT STEPS

We will write to employees identified as being in groups 1, 2 and 3 to advise on what it means for them. Unaffected employees in group 4 will not receive letters, but we will keep everyone updated.

When we have completed this exercise, we can start to prepare for consultation with affected employee representatives. Affected employees will have the opportunity to put themselves forward to be a representative and if necessary, a ballot will be held. Full details about the nomination and election process will be provided in due course to affected employees.

(Timescales left are illustrative and subject to change).

We hope that this gives you a good view of what will happen next. We are committed to being open and honest in order to ensure the transition is as smooth as possible and we will keep you updated as we progress.

CEMEX remains dedicated to evolving our UK and Europe business by investing in growing our target markets particularly in metropolitan areas, moving closer to our customers and above all keeping everyone safe and healthy. The infographic on this page breaks down the remaining portfolio for CEMEX in the UK, alongside maps which show the footprint of sites being divested, and those being retained.

However, we do understand that the planned divestment is a difficult message for our UK employees. Please do not hesitate to discuss any immediate concerns with your line manager.

We will ensure that people are treated with integrity and honesty and there is regular communication. We have created a dedicated Sharepoint site, which contains details about the divestments: <https://cemex.sharepoint.com/sites/UKDivestments2020>



THE UK'S VIRTUAL WAREHOUSE

To help make our business more efficient and ensure we control our spending, the Ops and Purchasing team has introduced a 'Virtual Warehouse' for all of our Aggs and Asphalt plants and quarries. We believe that the UK is the first country in Europe to implement this for CEMEX.

Brendan Scott, Ops and Purchasing Planner, explains the concept: "The idea behind Virtual Warehouse is to manage bulk orders/stock coming in from our LCC (low cost country) sourcing initiative. We have recently taken delivery of our first two bulk orders from China to produce LCC savings. We have QPI (Conveyor Belting) and CMS (Crusher Spares) as UK partners who will be holding these bulk stocks, they will then issue and fit them as our Aggs & Asphalt sites call them off.

"To manage the stocks, we have set up a 'Virtual Warehouse' so the virtual stock sits in SAP. As the parts are consumed by sites they are issued from our virtual stocks which enables us to manage the stocks at our partners sites – for the whole of the UK. This will make ordering easy, stock control more efficient and help maximise our spending power with suppliers."



EXCITING TIMES FOR PACKED CEMENT

As of 1st January 2020, CEMEX has gained supply of Packed Cement to H&B Buying Group, which will add another 100ktpa to our portfolio. H&B is made up of 125 independent builders merchants, who use their combined purchasing power to drive competitive deals for its membership. It has a turnover of over £1bn and are one of the fastest growing businesses in the merchant sector.

The deal we have forged with H&B will see us supply its membership for the next three years, giving us and them security of supply in the years to come.

Two years ago, we upgraded our plastic line to avoid some of the supply issues we have had in previous years. Now is the time for us to test its capacity and justify the investment made. Spring will see the removal of Line 1 paper line to install a completely new line which will increase our capacity and improve the reliability of our production.

We are refreshing our bag design to enhance the improved look of the module and its appeal in the builders merchants' yard.

We are also investing in the Commercial team with the addition of two new roles to support our customers and add value to our product offering.

These are exciting times for CEMEX so let's rise to the challenge and make 2020 the new beginning for Packed Cement.

ATTERCLIFFE RAILHEAD - A DECADE ON...

The railhead at our Attercliffe site in Sheffield has received an incredible 2.5 million tonnes of Aggregates in the ten years since it first opened.

To date, over 1.3 million tonnes have been supplied to our external customers. One million tonnes was for CEMEX's nearby Concrete plants, predominantly those at Rotherham, Barnsley and Attercliffe itself, and more than 200,000 tonnes has been used by CEMEX's Asphalt business.

This milestone figure demonstrates the strategic importance of the Rail Operation to the CEMEX business in the UK.

David Hart commented: "This is an incredible milestone for Attercliffe Railhead team and proves how safe and effective rail can be when transporting Aggregates. Most deliveries into this site take place at night, allowing us to make the most of every hour of the day.

"Congratulations to Steven Taylor, Plant Manager, and the team at Attercliffe for this achievement. We look forward to more than doubling this tonnage over the next ten years!"



RAIL VOLUMES POWER AHEAD

During 2019 we saw a number of our sites surpass the volume received by rail compared to 2018. These include Leeds (20%), Warrington (7%) Attercliffe (8%) and the new depot at Luton, which already has received over 150kt since last April. This has been achieved by the close collaboration between our Materials and Supply Chain teams and the reliable performance of our Rail freight providers.

Dave Hart commented: "It's great to see this modal shift that's reducing the number of vehicle movements and is in line with our strategy of being a sustainable operator. Congratulations to everyone involved."



NEW KIT FROM DOOSAN

Both Avonmouth Wharf and Northfleet Wharf teams have benefited from the new low cost country procurement process with the arrival of shiny new Doosans. Sam Sheppard, Quarry Manager at Avonmouth Wharf commented: "The drivers have been very positive about cab visibility and hi-vis handrails. We are now putting it through its paces in the salty environment of Avonmouth Dock in winter!"

RUGBY CLIMAFUEL INVESTMENT

The works for the new Climafuel feed system at the Rugby Cement Plant are progressing nicely with the completion of the groundwork excavation and level reduction. The £15 million investment will see an increase in climafuel substitution capable of delivering 75% of the total fuel needed by the kiln. The new storage and feed system is due to be operational in 14 months.



PLANNING PERMISSION RECEIVED FOR IMPROVEMENTS AT SHOREHAM HARBOUR

CEMEX UK has received permission to improve its site at Shoreham Harbour. We will be making a £1.8million investment to create a bigger, safer and more modern wharf. Key to this development are the changes being made to the storage facility so it can accommodate our new, state of the art vessel CEMEX Go Innovation, which will be arriving in the UK in spring 2020. We are also modernising the processing plant by replacing the primary and secondary screens.

Wayne Strevens, CEMEX Operations Manager for the South East, commented: "Following the development, Shoreham is going to be a central hub for the CEMEX UK south coast operation, so to accommodate this we are developing and modernising the office and weighbridge areas. Improvements to the traffic routes will also ensure vehicles can be more efficient in turnaround.



WICKWAR'S WONDERFUL OPEN DAY

To celebrate its 100th birthday, and present proposals to extend the life of the quarry up to 2040, Wickwar recently threw open its doors to local residents. In spite of heavy rain, around 300 people took advantage of the invitation to view the plans for the extension and enjoy a tour of the site. With the chance to see the quarry and landfill close up, as well as the Readymix plant, Asphalt plant and the Block Works, there was plenty for the visitors to enjoy.

The planning proposals prepared by Shaun Denny and Caroline Wardle should extend the quarry's life for approximately 17 years after the current quarrying area is exhausted in 2022. The display formed part of the exercise to inform local residents of the proposals, an exercise that included visits to the three local Parish Councils and discussions with the Quarry Liaison Group.

Operations Manager, Dave Goodman and Quarry Manager, Frank Hogg were delighted with the overwhelmingly positive response from visitors both to the proposals and the opportunity to tour the site. The staff at the site turned on the charm and engaged enthusiastically with the visitors, the youngest of whom was only 16 weeks old!



RYAN'S BIG DAY OUT....

Local lad, nine year old Ryan, was one of those who had an amazing time at Wickwar's open day. So much so that his dad sent us in this fantastic photo montage!

Dave Goodman and the team are hoping to arrange for Ryan's class to come to the quarry soon... Keep an eye out for reports of Ryan starting work with CEMEX in about 10 years' time!

CHARITY ROUND-UP



WOLF RUN DONE!

Andy Mathewson (right of pic) and Nigel Street (centre) from Central Materials Readymix team look like they are having way too much fun on their Wolf Run!

Congratulations to them both for completing the 10k charity run for the John Taylor charity hospice. Andy's mum was looked after there in the weeks leading up to her death and they were a great support to the family too.

To donate please visit the JustGiving page: <https://www.justgiving.com/remem/703861/Geraldine-Matthewson>

ARDEN ANGELS SKYDIVE FOR CHARITY



Briony Potter and Amy Lewis from Dry Silo Mortar recently did a 13,000 metre skydive to raise funds for the Arden Centre in Coventry. The Centre treats and supports patients with all stages of cancer. Amy's friend Tracie created the Arden Angels due to her recent diagnosis with terminal cancer.

Amy said: "We raised £40,000 for the Arden Centre which was four times what we had originally set out to raise. We were also sponsored by CEMEX DSM and our hauliers. Thank you to everyone for their amazing generosity."



CEMEX SAFETY DAYS FOR SOUTHALL SCHOOLS

In November, members of the Readymix team for London held road safety sessions at three primary schools in Southall, located close to a construction project CEMEX is supplying.

Over three days Nigel Bateman and Sharon Baker spoke to around 1,100 children from Reception through to Year Six about the importance of staying safe and being careful around HGVs.

The children were tasked with taking the 'Be Seen, Be Safe' message back to their families, who come from a diverse range of communities – at one school 37 different languages were spoken by its pupils!

Well done to Nigel, Sharon and Readymix truck driver, Dragon, for their commitment to safety and supporting their local community.



MYTON HOSPICE LEND A HAND

Well done to the team from Concrete Products Customer Service Centre for their help at Myton Hospice's Coventry Warehouse. The team helped to sort through a large amount of clothing and homeware donations, identifying which items were suitable for re-sale in their shops in and around the Midlands.

They are planning further dates with Myton Hospice during 2020, who very much rely on volunteers to keep up with demand. They were very appreciative of the help.



RUGBY OFFICE IN THE PINK

Colleagues at Rugby Office took part in another brilliant Wear it Pink day to raise money for breast cancer awareness. They raised an impressive £1,127 with bakes, raffles, guess the weight of the marrow, and dressing up...

Andlyn White reports: "The day consisted of cakes, marrow, chutney and even more goodies! We have some extremely talented bakers at Rugby HQ and received lots of amazing baked goods, including an incredible 'Wear It Pink' themed cake".

Rob Stipanovic and Jemma Sharpe were the lucky winners of guessing the closest weight of Laurence Dagley's massive marrow. They both guessed 10lb 4oz, only 2oz off the real weight of 10lbs 2oz.

Congratulations to all of our raffle prize winners. The top prize, a Kindle Fire, was won by Tony J on the 6th floor.

THANKS FOR YOUR EFFORT GETS A FRESH NEW LOOK!

Thanks For Your Effort is an employee recognition scheme in the UK, which encourages people to nominate colleagues who have shown a particular commitment to the CEMEX values. This year alone, people have won for a wide range of reasons, from helping an injured employee at a neighbouring site, to assisting with the Whaley Bridge dam repair effort.

This autumn, the UK HR and Comms teams thought it was high time to revamp the

scheme and give it a fresh new look. Winners will still receive £100 gift vouchers but as an added incentive, all nominees will now get a 'soon to be' coveted Thanks For Your Effort mug!

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. Email gb-hrplanning@cemex.com for a nomination form.



LONG SERVICE AWARDS

25 YEARS

Lee Needham, UK Cement Inbound Manager, Cement Operations UK & Northern Europe. It dawned on Lee that, having recently celebrated his 50th birthday, he has spent half his life with CEMEX – long may it continue.

Robert Mithan, Plant Operator at Forest Wood Asphalt plant. Robert (aka Scalpy) started working for Pioneer back in October 1994 and continued with RMC and then CEMEX. He enjoys working on his allotment most evenings and weekends, and he became a grandfather three years ago.

Pete Craven, Slab Plant Foreman at Concrete Products Buxton. All the team at Buxton would like to thank Pete for his hard work and say well done on his achievement.

Richard Henley, AQM at Sandgate quarry. Congratulations from all at Sandgate and the South East Aggregate Team. Richard was very happy to receive his High Street vouchers as his reward, and even happier when he saw they could be spent in Thorntons!

Martin Hills. Martin joined RMC in 1994 as an Area Manager before progressing to Special Projects Manager. In 2005 he became Recycling Business Manager for CEMEX, and from 2008 held the role of Energy Development Manager. More recently his role has involved looking after both energy and carbon in the UK, as well as CO₂ policy and best practices across Europe.

15 YEARS

Scott Davidson. Scott has been involved in a number of high-profile contracts, ensuring product quality and supporting customers.

Scott Hammerton, Lincoln Asphalt plant.

Paul Rice, Willington Quarry Supervisor.

Nick Cox, Plant Fitter, Rugeley quarry.

THANKS FOR YOUR EFFORT WINNERS: SEPTEMBER - NOVEMBER

SEPTEMBER WINNER:

James Sykes, Plant Manager, York Readymix, for developing our SEC business at his York Readymix plant.

Over the last year James has worked extremely hard on building good relationships with the local collect trades. The plant is seen as a hassle free stop off for Concrete. This is largely down to the Plant Manager's work ethic and good attitude. It's obvious how much James cares about the success at York. This is evident not just with the collects but around his plant as well.

Some of the comments about James were as follows:

"Over a sustained period James has improved standards at York Plant benefiting not only collect customers but other stakeholder groups. Most importantly always putting safety first."

"James has consistently shown exceptional levels of customer service, he is innovative when it comes to selling our Readymix and he is a strong leader."

OCTOBER WINNERS:

The Wickwar open day team: Frank Hogg, Darren Palmer, Charles Henry, Robert Moreton, Mark Mitchelmore, William Jones, Mark Thompson, Darrel Collins, Keith Taylor, Shaun Denny, Caroline Wardle, Ian Southcott, Ross Cottrell and Jon Wells.

The day was a resounding success with over 300 visitors over the two days. Due to the initial high demand they had to use on site pick ups for tours as the two 16-seater buses could not cope!



The feedback from the public was fantastic with numerous comments saying how enthusiastic the teams were about the site.

NOVEMBER WINNERS

Elizabeth Bowden, Aaron McDowell and Sharon Lomas; Supply Chain CRM and OF Team.

They were recognised for their commitment and dedication in ensuring that CRM Order Fulfilment was deployed in Dove Holes without

impacting customer service or fleet efficiency. By working together as ONE CEMEX, ensuring roles and responsibilities were clearly defined and that throughout there was regular phone and face to face contact, the system was able to be deployed seamlessly with no adverse feedback from internal or external customers. The diligence shown by the team to check that everyone was clear and aligned with the milestones and the plan was key to the success and this was testament to the leadership and communication skills of Liz, Sharon and Aaron.

RETIREMENTS

Mick Broughton, Ferriby Process Operator/ Maintainer, retired at the end of October after an incredible 45 years service at South Ferriby.

All at Ferriby wish Mick and his wife, Lynne, a long and happy retirement.

Maureen Squires. The Packed Cement team bid a fond farewell to Maureen as she retired at the end of October.

Maureen was a fantastic part of the team since 2006 and will be greatly missed by all her colleagues. Thank you and have a happy healthy retirement Maureen.



HIGHEST HONOURS FOR CAPTAIN MATTHEW BLAND

A huge well done to our very own Capt. Matthew Victor Bland, who is now a Freeman of The Honourable Company of Master Mariners. An amazing example of maritime excellence!

ALL AT SEA

It's not often we get a glimpse into the life at sea of our dredging crews. Kurt Cowdry asked the crews to send in photos for a competition and had some amazing entries. Here are just three of them.

