



Welcome to UK News 24<sup>th</sup> April 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

### COVID-19 Update For UK Employees | 23/04/2020



#### Changes to Temporary Furlough Leave Arrangements

The ongoing and increasing challenges that CEMEX is facing as a result of the Coronavirus pandemic have required us to review the arrangements for furlough leave. We had previously communicated that CEMEX would 'top-up' the grant that we expect to receive from the UK Government's Coronavirus Job Retention Scheme so that employees on furlough leave receive 100% basic pay, subject to regular review.

Unfortunately, as the situation becomes increasingly challenging, we are having to make some difficult decisions. With effect from 1<sup>st</sup> May 2020, the top-up to 100% basic pay will not continue and anyone already on furlough leave, or who goes onto furlough leave after this date will be paid more closely in line with the government scheme. From 1<sup>st</sup> May everyone on furlough leave will receive at least 80% basic pay, and in many cases, this is more generous than the government scheme; again, this arrangement will be kept under review. This means that a greater proportion of salary costs can be covered by the grant than the Company expects to receive under the government scheme, which will help our cashflow.

On Tuesday 21<sup>st</sup> April this revision was discussed with Employee Representatives in a UK Communications Forum call and also with Union Officials before managers immediately started to contact employees who are on furlough leave, so that the changes could be explained and discussed with them. Details have been confirmed in a letter to furloughed employees.

#### Annual Leave Requirements

As we near the halfway point in the year, please check the amount of annual leave you have taken so far. It is important for everyone to spread annual leave proportionally throughout the year to avoid any issues in the second half of 2020 which may impact the business. Therefore, with the exception of employees who work shifts in cement operations and have a separate arrangement, all employees must have taken at least one week of their 2020 annual leave entitlement by the end of June. Follow the normal procedure for booking annual leave and confirm your chosen days of annual leave with your manager.



This applies to employees who are on furlough leave (they will receive full pay for holidays taken on furlough) as well as those still at work.

### Salary Deferral Programme Launch

Yesterday a communication was sent asking UK employees to participate in a voluntary salary deferral, as a mitigation measure to protect the future of the business and ensure we are in the strongest position possible to recover from the impact of the Coronavirus pandemic. In summary, CEMEX is asking for your help and support by agreeing to participate in a global salary deferral programme as recently announced by our CEO Fernando Gonzalez. This involves your agreement to defer 10% of your salary for May, June and July, on the understanding that this will be paid to you in December.

The scheme is completely voluntary, and your response will remain confidential. If you agree, this will affect the pay you will receive on 1<sup>st</sup> June, 1<sup>st</sup> July and 3<sup>rd</sup> August 2020 and you will be paid the deferred amount on 1<sup>st</sup> December 2020 as part of the November payroll.

Employees who are on furlough leave are not being asked to participate. If anyone goes onto furlough after signing up for the programme, we will stop the deferrals and pay them the amount they have deferred, rather than waiting until December.

Also, if anyone who volunteers leaves CEMEX for any reason before December, we will pay the deferred amount in their final salary.

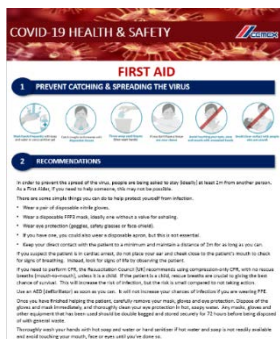
Unfortunately, as this is a global scheme, we are not able to be more flexible with the % pay that people defer or the period of deferral.

Please complete the form [here](#) with your decision by 1<sup>st</sup> May 2020. If you cannot access the link, either complete the form at the bottom of this document or email [gb-hrcentraladmin@cemex.com](mailto:gb-hrcentraladmin@cemex.com) with your details.

It would really help us if you could use the link if you have a work desktop or laptop.

**If you have any questions about any of the matters discussed in this communication, please contact your line manager or HR Business Partner.**

### Health & Safety Update



Working closely with other colleagues in the business, the Health and Safety team have created additional Good Practice Guides for use on site as part of our response to the Coronavirus pandemic. Four new documents are available, including Site Induction, First Aid, Plant & Field Technicians and Respiratory Protective Equipment.

These can all be accessed through the UK Coronavirus SharePoint or the UK Health and Safety SharePoint [here](#). It is important that these are used and the guidance rolled out across operations.

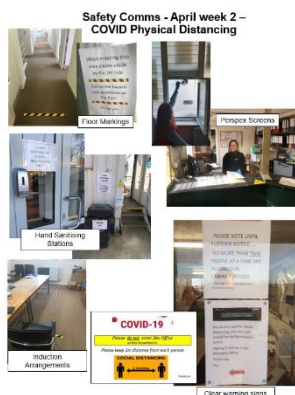
The Health and Safety team are continuing to produce guidance in-line with the outcomes of the first COVID-19 Standards and Arrangements Workgroup meeting last week. In addition to the latest Good Practice Guides, the team is developing supplementary materials including



site induction guidance, workplace checklists, a risk assessment template, and further physical distancing information.

If you have any suggested improvements or concerns that cannot be progressed locally, please raise them with your Health & Safety Manager.

## Keep Your Distance!



Remember physical distancing continues to be important while we work.

To help keep everyone healthy please follow these rules:

- Keep at least 2m distant from other people.
- Ensure contact with others is minimised.
- Use physical barriers.

## Address Your Stress...

If you are feeling the strain of the recent weeks of uncertainty here are some useful tips to help keep yourself calmer. Some top tips from Mental Health Foundation England are:

### WEEKLY WELLBEING CHECK-UP

Try using this list each week to check in with your mental health

### #ADDRESS YOUR STRESS

#### Where's my mental health today?

How do I feel today?

Mentally?

Physically?

#### Looking after my wellbeing

Am I drinking enough water and eating a balanced diet?

How did I sleep last night?

Did I feel rested when I woke up?

Is there anything I can improve?

#### How's my thinking today?

How are my thoughts making me feel?

Am I having unhelpful thoughts?

Check out [getselfhelp.co.uk](https://getselfhelp.co.uk) or [moodgym.com.au](https://moodgym.com.au) for free resources on spotting and challenging unhelpful thoughts

#### My Stress Container

How full is my container?

Am I using helpful coping strategies?

Are they working?

Learn about your stress container here: [mhfaengland.org/mhfa-centre/campaigns/mhaw2018](https://mhfaengland.org/mhfa-centre/campaigns/mhaw2018)

There are simple steps you can take to #AddressYourStress. Check out our resources at [mhfaengland.org](https://mhfaengland.org)

There are also some other ideas on supporting your mental health whilst working from home at the website: [www.mhfaengland.org](https://www.mhfaengland.org). Please share these with colleagues, friends and family to help everyone deal with the current situation.



## NHS PPE Donation



Many thanks to Phil Baynes-Clarke and the team at Rugby Cement plant who donated PPE to NHS Coventry and Warwickshire. It included 100 face visors and other PPE.

## BEING THE BEST FOR CUSTOMERS

### Roads Still Need Repairing



Thanks to Patrick Nicklin, Sales Representative, for sharing this story as a brief indication of how we can still do our part safely in a global time of need.

Last Tuesday afternoon CEMEX Asphalt UK received a call from surfacing contractor, Eurovia, asking for immediate assistance to supply material to the M6 Toll Road, Birmingham. There had been an accident on that stretch of road and they were mobilising an emergency response team to resurface the carriageway.

Our Asphalt unit at Dove Holes, with assistance from the Planning Team at Preston Brook, responded quickly and professionally to the request and supplied 100t of material by 6.00 that evening. Our customer and their client were very impressed with our commitment and asked we thank all those involved.

### Rapid Response To NHS Job



Thanks to the quick response from Team Norwich we managed to supply a project for a ward extension at the Norfolk and Norwich Hospital over the weekend. The customer did not have an account with us and was looking for a specific fibre concrete. We had the required fibres in different plants within the area and from the request on Wednesday afternoon we moved the fibres to Norwich to be able to deliver on the Saturday.

Unfortunately, on the morning the plant broke down, however, with the support of the Operations department the plant was fixed. Thanks to the Plant Manager and Drivers working into the afternoon we successfully completed the 105m<sup>3</sup> pour.

Matt Yaxley, General and Commercial Manager, commented: "I would like to thank Neil Green, Paul Callaway, Jason Catchpole, Gary Coleman, along with the IHCs and contract electrician. Without the commitment of all these people who were prepared to get the plant operational and of the IHCs waiting for the plant to be operational before delivering, the completion of this pour wouldn't have been possible."

The customer was very grateful at our fast response as this was critical to get the floor poured as soon as they could.



## Supplying The NHS



We were asked at short notice to make a screed delivery last Saturday morning out of Weeford for an emergency NHS accommodation building at Old Coventry Hospital.

This was made possible by a great team: Euwan Johnson, Chloe Flory, Matt Doran, Barbara Bowden, Garry Webster, Tom Hall and Alex Maybury.

## Helping Keep The Nations Power Flowing



Huge thanks also go to Toby Byers and Chris Makepeace at Middleton quarry for supplying an essential contract for the Forestry Commission. A new forest road needed to be constructed to allow harvesters to remove trees and it was a time critical project. This is classed as essential works because a lot of the timber is used for bio-burning, which creates electric/power.

The call came through for the materials just as the team were being furloughed and the quarry temporarily closed. However, Toby and Chris were willing to keep the quarry open for a further four days to fulfil the order. The customer was very grateful and sent this email:

*"I would like to take this opportunity to personally thank you and the team at CEMEX for the supply of stone to Hamsterley.*

*After receiving the call from you on 3<sup>rd</sup> April saying the quarry was closing due to COVID-19 that evening I was very disappointed and frustrated. I explained to you how the job was classed as Essential work and we had to complete it. You then said you would speak to management to see what could be done but couldn't promise anything.*

*When you contacted me shortly after to say the quarry was willing to stay open just for us for the next four days, I was so very relieved.*

*I believe the Quarry Manager operated the weighbridge, and subbies were in for the loading and haulage. This was very kind of the Manager to do this.*

*If we hadn't of had the supply of the stone we would not have been able to complete the job meaning timber could not be extracted from the forest and led off site. We would have also had to furlough another four men as the job could not have continued, and we are limited at the moment on what work we can do.*

*So once again on behalf of WL Straughan & Son Ltd I want to thank CEMEX very much!!"*





## It's A Beautiful Day....



Liverpool Asphalt plant continues to supply customers who are keeping the country's infrastructure going.

Thank you to the team for all your hard work.

## BEING THE BEST FOR COMMUNITIES

### Welcome To CEMEX UNITE



Login to see how you can provide support during this pandemic. We can do our part by doing digital volunteering from home.

Participate in the Digital Volunteering Options we have for you. Together we can make a difference!

Click on the following link to start:  
<https://cemex.benevity.org/volunteer>

For any questions, please contact your CSR Specialist –  
 Andlyn White: [andlyn.white@cemex.com](mailto:andlyn.white@cemex.com)



### Thank You To London NHS And Key Workers



This is a lovely gesture from our Stepney plant in London showing gratitude to the frontline workers at the NHS who are putting their lives at risk to save loved ones. There are so many people doing great work out there at the moment, including our frontline guys and girls.



These are hard times for everyone but together we'll succeed.

There's an expression: "Tough times don't last, tough teams do."

Stay safe.



## Rainbow For Flixton Quarry



As it is a symbol of hope the rainbow is a very apt motif for the current COVID situation.

Before the lockdown Flixton Quarry Manager, Brian Beales, had been talking to the local school in Bungay about a quarry visit. This has been put on hold, but out of the discussion came an idea for the school to send a rainbow picture to the quarry for them to put up in the window.

Thank you to the pupils for thinking of the team at Flixton and sending in your picture to cheer everyone up.

## Helping Protect Native Trees



This picture from Sean Cassidy, Sustainability Manager, shows a two year old Juniper tree which was been grown from seed. The seed was harvested along with many others from one of our quarries and will be replanted in the future. This was done after last year's IUCN report showing that 56% of native tree species in Europe are threatened by extinction. Planting trees like this is something we should encourage.

Trees under threat are mainly in the Sorbus family including species such as Ash, Elm and Rowan (Mountain Ash). Also, of concern is the conker tree – Horse Chestnut and Whitebeam (Leys). From research

we also know that increasing species diversity in woodland helps protect endangered species and can double the rate of carbon sequestration.



Junipers help birds such as Firecrest (see image), Goldcrest, Fieldfare, Song Thrush, Mistle Thrush and Ring Ouzel - as well as invertebrates like Juniper Carpet Moth, Juniper Pug and Chestnut Coloured Carpet Moths. It's also helping preserve one of only three species of conifer native to the UK - the others being Scots Pine and Yew.

## Running For The NHS



Lee Williams, our Assistant Quarry Manager at Taffs Well, is arranging a fund-raising event which involves himself and the Penrhiwceiber-Rangers football team. Collectively they are running 500 miles over seven days in aid of the NHS from their homes. This is a significant challenge for a great cause.

Lee explains: "NHS staff and volunteers are doing amazing work right now in caring for COVID-19 patients. Together, let's show our respect and gratitude as they work tirelessly in the face of the virus. It's our turn to make sure we look after them, to ensure they can keep doing their vital work."



Dave Goodman, Area Aggs Operations Manager, sets it in context: “Lee is up there when it comes to helping and supporting the communities. Earlier in the year he was transporting doctors and nurses back and forth to the hospitals during the floods. Now he is supporting the NHS during COVID-19 and is also supporting local care homes.

Could I ask if you are able to support Lee and his team by following the just giving link detailed below? Any donation will be very much appreciated.”

<https://www.justgiving.com/fundraising/penrhiwceiber-rangers>

## PPE For Fire Service



Thanks to the team at Salford Asphalt plant who have donated PPE to the local fire service. They have been unable to source any themselves.

## BEING THE BEST FOR EMPLOYEES

Dear Colleagues,



First and foremost, I hope this message finds you and your families safe and healthy.

Over the past weeks, we have been actively focusing on protecting the health and safety of our employees, families, customers, and communities as much as possible.

We’ve strengthened our communication with you to keep you continuously informed about the actions and protocols we are undertaking. Leveraging in our innovation process, we launched an ideas challenge, through which I am pleased to share that we received over 650 valuable ideas, reflecting the tremendous commitment of our employees to our communities, customers, and each other. I want to thank you all for your participation.

We also had very significant participation in our Pulse Survey, enabling us to understand more about how COVID-19 is impacting our lives. Feedback from close to 13,000 employees says that, overall, there is an 84% positive perception on the measures that CEMEX has adopted to face this pandemic across its operations. This evaluation set us above average comparing to many companies measured with the same survey. We are on the right track, but there is still work to do.





The analysis of the input that we received through our survey, together with the impactful ideas from our challenge, not only confirm the steps we are making, but also guide us in the right direction, enabling us to continue with the different efforts that we are undertaking with the support of our corporate, regional, and local teams.

Consistent with your insights, we are developing social actions to support our communities, focusing our efforts in humanitarian aid (food & provisions), and medical supplies so we can contribute to vulnerable groups and continue building community together.

Also among these social efforts, we are working on the sanitisation of public areas such as hospital entrances, healthcare facilities, and urban spaces with our ready-mix concrete trucks; also some of our plants are producing hand disinfectant in sufficient quantities to cover the needs of our employees and neighboring communities.

Furthermore, we received countless invaluable ideas to complement the strict hygiene protocols that we have already implemented across our operations that will ultimately enable us to operate even more safely. Also, several ideas referred to provide more digital content to our families, which I think is very valuable especially in times of isolation.

Again, I want to thank all of you for your efforts to keep your families, your colleagues, and yourselves safe, while protecting the health and wellbeing of our customers and communities. The true spirit of working as One CEMEX emerges in this type of situations, and I acknowledge your great effort to respond with determination and a very good coordination.

During these challenging times, I ask you to remain optimistic and to celebrate every positive development you see around you.

Please stay safe.

Best regards,  
Fernando González

### Picture Perfect

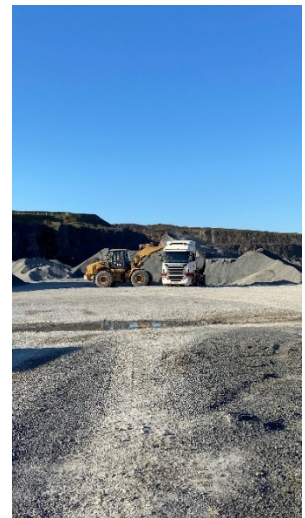


Thanks to Amy Cooper, Quarry Manager at Roan Edge up in Cumbria, for sending in these scenic photos of the quarry.

It isn't producing at the moment but they are still loading out. Just Amy, running the weighbridge, and Mike Allen loading the wagons with Alan

Stewart stepping in as needed.

Thanks for keeping the quarry ticking over team.



## COVID-19 SharePoint For Employees



A dedicated Coronavirus SharePoint is now available for all UK employees. It includes all updates from the UK Rapid Response Team, plus helpful documents including guidance for using the VPN when working from home and mental health advice.

Visit:

<https://cemex.sharepoint.com/sites/CoronavirusEU/SitePages/United-Kingdom.aspx>

## 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.



Email: [gb-hrplanning@cemex.com](mailto:gb-hrplanning@cemex.com) for a nomination form.

## Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
64-04-2020	Operator Maintainer	Cement Operations UK	Rugby Cement Plant	01/05/2020

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.



## CEMEX Salary Deferral Programme

Dear Colleagues:

I hope you and your families are well.

As you know, the company is taking extraordinary measures to improve our cashflow in the coming months. As an example, the Chairman of the Board, the CEMEX Executive Committee and I will be reducing our salary by 25% over the next 3 months.

I would like to formally request your support by agreeing to defer 10% of your salary for the months of May, June and July in 2020. The deferred amount will be paid in December 2020.

Your support and solidarity for this measure is important. However, I remind you that your participation is voluntary.

Please respond to the questions below to let us know your decision. Thank you very much for your support and dedication.

Fernando Gonzalez

*This affects the pay you will receive on 1st June 1st July and 3rd August and you will receive the deferred amount on 1st December 2020.*

I confirm that I have carefully reviewed the request and give my voluntary agreement to participate in a 10% salary deferral programme for 3 months in May, June and July 2020, understanding that the deferred amount will be paid back to me in December 2020.

Full Name	
Site where you are based	
Employee Number (if you know it)	
Contact Telephone Number	
Line Manager Name	

Please return your completed form by Friday 1<sup>st</sup> May  
by emailing it to [gb-hrcentraladmin@cemex.com](mailto:gb-hrcentraladmin@cemex.com)  
or give it to your line manager so that they can email it to HR by this date.