



Welcome to UK News 30th April 2020
your weekly update from around CEMEX UK

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BEING THE BEST FOR FAMILIES

COVID-19 Update – Thank You



It is very encouraging that thanks to the dedication and hard work of everyone across CEMEX UK, we now see the real benefits of your continued safe operations at many of our sites. The UK construction industry has been encouraged by the Government to keep working from the start of this crisis, and everyone in CEMEX has contributed brilliantly to this. You have kept our products and services flowing to our customers wherever it was safe to do so, and in accordance with all Government Health and Safety advice.

We are now seeing the positive benefit of your dedication, with demand increasing significantly in many of our markets in the last week. The builders' merchants like Travis Perkins and Selco are placing strong orders as they open again and the national housebuilders like Taylor Wimpey and Redrow plan to re-start at housing sites in early May. Some of our competitors who closed down very early have lost customer confidence and will take longer to recover sales.

It is down to the commitment, professionalism and focus on safety of our people that CEMEX is now in the strongest possible position to lead the recovery in building materials supplies to the UK construction industry.

Thank you for doing everything possible to help secure our future as we hopefully start to see early signs of recovery.

CEMEX UK – Our Response To The Coronavirus Pandemic



We have created a short video detailing the CEMEX UK response to COVID-19, how we have implemented Government Guidance and adapted our operations to meet the challenges posed by the pandemic.

Please watch the video and share with your teams and colleagues so all employees have the opportunity to view it.





Click through the link:

<https://web.microsoftstream.com/video/dbb41140-b1d6-4657-9b8a-a0d738d5b4d2>

Stop The Spread Of Germs



Installing dispensers with disinfectant liquid before entering the factory



Hand disinfectant available in social rooms and near to the printers

It is important that we prevent the spread of germs by keeping our workspaces clean. Remember:

- Keep workspace clean and disinfected.
- Use only your cell phone, computer keyboard, mouse, etc., not anyone else's.
- Regularly clean handles and hand-rails.

First Delivery Of CEMEX Hand Sanitiser From Admixtures Germany



Last week we had our first delivery of CEMEX-produced hand sanitiser from Germany. The Isoclean has been manufactured in our Admixtures factory according to WHO guidelines.

18 UK sites have received their quota with more due next week. The plan is for enough to be produced for all our European sites and any surplus to be distributed to the community.

We would like to remind all those using this hand sanitiser that it is alcohol based and therefore flammable. Please exercise caution when storing and using, and ensure all liquid is evaporated before touching and surfaces.

Physical And Emotional Well Being – Free Course



With the impact of COVID-19 continuing to have a significant impact on all our lives the multiple challenges this presents are unfamiliar to many of us. These can include social distancing, self-quarantines and working remotely while coping with the children home - all of this while trying to maintain our physical and emotional well-being during the isolation.

In order to help us address these challenges the latest Learning Pathway from CEMEX University is: [Building our Physical & Emotional Well-being.](#)

This latest learning pathway has been developed by the CEMEX University team to help all our CEMEX colleagues by providing a host of tips for families including those with young children and elderly parents, it also addresses the emotional strain along with the need to remain active and keep fit.










You may have received this link already, but we are sharing it again to make sure as many people as possible see it. Please do further cascade as appropriate to members of your teams you think would benefit from completing this.

Note: Some users have experienced issues while connected to VPN. The best advice is to disconnect VPN when following the pathway.

Again, the link to the pathway is as follows : [Building our Physical & Emotional Well-being](#).

Should users experience technical difficulties please contact the CEMEX university team by email to: cxu.support@cemex.com

Salary Deferral Reminder – Closing Date 1st May

If I defer my salary, how will it help us?	
 Our sales are down 50% 	<ul style="list-style-type: none"> • Money coming into our business is down >50% in UK • In some CX countries it's down further • So money-in is less than money-out, and the short term is still unclear
Our customers are down too 	<ul style="list-style-type: none"> • The entire construction sector is impacted by COVID pandemic • So our customers are short of money too... • ...Which means that some are less willing to pay us on time
We're reducing our costs 	<ul style="list-style-type: none"> • We're deferring any non-essential capital expenditure • We're reducing other outgoings eg maintenance, overhead costs • We're using Government furlough scheme to reclaim employment costs
We're delaying payments 	<ul style="list-style-type: none"> • Government is helping businesses with cash flow • We've successfully deferred tax bills eg HMRC payments • Our business rates can be paid later
We're trying to reduce or defer salary payments 	<ul style="list-style-type: none"> • CX global leaders have taken a 25% pay cut for three months • CX regional leaders have taken a 15% pay cut for three months • CX salaried employees are asked to voluntarily defer 10% of salary for three months, for repayment in December
If I volunteer to defer my salary, how will it help? 	<ul style="list-style-type: none"> • It will help us keep more cash in the business in the short term • We hope that by August our sales will have recovered • Your deferred salary will be paid with November pay in early December

Last week we communicated the request asking for your support by agreeing to participate in a global salary deferral programme. This involves your voluntary agreement to defer 10% of your salary for May, June and July, and it will be repaid to you on 1st December as part of the November payroll. This followed our CEO's announcement to all CEMEX employees about mitigation measures to protect the future of the business and ensure we are in the strongest position possible to recover from the impact of the COVID-19 pandemic.

A big THANK YOU to everyone who has already signed up to this – there has been a significant uptake with hundreds of our UK colleagues offering their help. This will really help our cashflow position in the short term.

The programme ends on Friday 1st May, so if you would like to take part, here are the instructions again – please click on the link and complete the form [here](#) with your decision by 1st May 2020

If you would like to participate in the programme and do not have a work PC or laptop to access the link -

- Please complete the form that can be found at the end of this document or can be downloaded here: <http://cemexuknews.co.uk/downloads>. Once complete, send it to: gb-hrcentraladmin@cemex.com or give it to your Line Manager so that they can email it to HR.
- Otherwise you can simply send an email to: gb-hrcentraladmin@cemex.com, giving your full details (name, site where you work, Line Manager, contact telephone number) stating that you would like to volunteer for the programme.
- Please note that if you send your request via a personal email address, for security purposes, we will contact you to verify the request.
- If you have any questions, please contact your Line Manager.



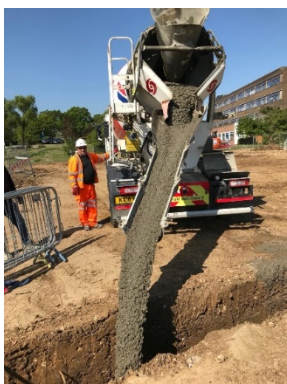
A quick summary to explain how your participation can be found at the end of this document or can be downloaded here: <http://cemexuknews.co.uk/downloads> will really secure our future as we navigate the impacts on our business from the COVID-19 pandemic.

We do understand that not everyone will feel that they are in a position to participate in this programme. However, if you can, it would be greatly appreciated and you would be playing an important part in helping CEMEX's cashflow and protecting the future of the company during a very difficult period. HR will collate and process the returns, keeping the details completely confidential.

We hope you and your family and friends stay well.

BEING THE BEST FOR CUSTOMERS

New Ward For Royal Surrey County Hospital



Well done to the South East Materials team who supplied customer, Mcloughlin, with Concrete for a new isolation ward at the Royal Surrey County Hospital in Guildford last week. The project is a 24-bed isolation ward urgently needed due to the COVID-19 pandemic.

Steve Deasley, Area Sales Executive for South Coast Materials, explains: "We received a call from Tony Mcloughlin last week for a mix design required for a meeting later that day to finalise an urgent contract for the foundations to build a new isolation ward at the Royal Surrey County Hospital.

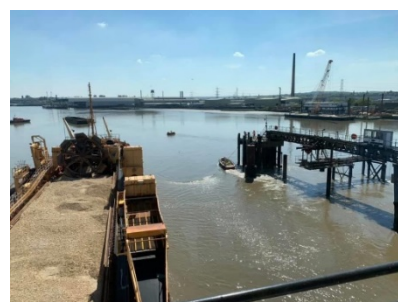
Pleasingly, a mix design and quote were returned by Rugby's Internal Sales team, who are currently working remotely, within just a couple of hours. The mix design was approved, and the first order placed in the afternoon for next day delivery. With a little re-organising of our schedule we were able to prioritise this and accommodate it. Concrete is booked for the remainder of the week to complete the foundations. Pictured is IHC, Kevin Brown, delivering one of the first loads to the site. The South Coast team are very proud to be playing their part in supporting the NHS at this critical time."

Sand Heron's First Visit To New Northfleet



Thanks to Kurt Cowdry, General Manager of Marine, for sharing these images taken from the Sand Heron during its first delivery to the new improved Northfleet Dry Discharge facility.

It was a great day for it too!



New Surrey Service For Pumpmix



Our Materials business have introduced a new Pumpmix service for Surrey. We have two Putzmeister RoLine pumps, capable of pumping up to 58m³/hour, available for hire on half-day, day and week rates.

Each truck carries at least 40 metres of delivery line meaning we can easily access the front and rear of most residential sites.

The pumps are capable of pumping both Concrete and flowing screed mixes batched from our Readymix facilities.



Adam Leverett, General Manager South Coast Materials, explained the launch: "This is actually great timing for the service as there are a lot of small-end and DIY projects going on!"

Helping To Keep Customers Working.....



Dan Saxton from Chartford Developments thanked Matt Brown, Sales Executive for Mortar at our Castleford plant, and Martyn Robinson, Plant Manager, for continuing our mortar supply. Their original supplier stopped operations which in turn meant Chartford did not have mortar to continue building.

Their original suppliers have now returned and due to colour difference Chartford have had to go back to them for supplies. However, the customer has said that on new developments they will be speaking to CEMEX going forward. Here is an email Matt received from the customer:

Morning Matt,

Thank you. Without CEMEX we would have had to have stopped production on our sites and possibly furloughed 20 staff direct and subcontractors.

Kind regards, Dan

Rock On.....



The much reduced team at Halkyn quarry were running our mobile crusher last week with top rock being produced. Spot it in the photo!

Good to see that the quarry is still producing albeit a considerably smaller team and output.

Well done to the one Weighbridge Clerk, Angharad Williams, and one Shovel Driver, Tony Smith, as well as Quarry Manager, Pippa O'Leary, with Andy Edwards and Mick Ripley on site.



BEING THE BEST FOR SHAREHOLDERS

Keep Your Laptops And Mobile Devices Secure



We continue to suffer thefts of tablets from unattended and often insecure lorry cabs. Although operating conditions are tough right now, please remember to keep your cabs secure. Unfortunately, criminals continue to exploit opportunities.

Colin Jones, UK Security Manager, commented: "In recent months across the UK we have suffered numerous thefts of CEMEX issued laptops and tablets. Last week we have again suffered thefts of CEMEX Go tablets left unattended in cabs. In each case the theft could have easily been avoided by acting in accordance with CEMEX policy.

The security of a mobile IT asset is the responsibility of the user. There is clear policy requiring colleagues to take responsible actions to secure CEMEX issued mobile IT assets whilst in their possession and the law requires us to be extra sensitive in the security of personal data.

Tablets in operational use in unattended lorry cabs should always be secured and laptops should not be left in unattended vehicles, hotel or conference rooms. Whilst there are often unique individual circumstances, users must take all reasonable steps to secure the assets to which they are entrusted, we can ill afford to continue to accept these avoidable losses either financially or in respect of our obligations under data protection law.

Please take all appropriate steps to secure your mobile IT assets."

A Security poster can be downloaded here: <http://cemexuknews.co.uk/downloads>.

BEING THE BEST FOR COMMUNITIES

Bramshill's Mega 'Sand Art' For The NHS!



Well done to the team at Bramshill for showing their support for the NHS with a massive 'thank u' message written in the sand.

Impressive vehicle writing skills!!!



A Roving Thank You.....



The Supply Chain team at Rugby Cement plant have re-liveried one of our trucks with a big rainbow thank you to the NHS, to show their appreciation.



One for our other delivery drivers to look out for on the roads!

South Ferriby Thank You



Well done to the team and Parish Council at South Ferriby for putting up a 'thank you' NHS banner to show support, and donating PPE to the local community.

Building Smiles Campaign



Do you have a budding artist in the family or just someone who needs occupying??

CEMEX UK has teamed up with AGE UK in Rugby and are asking children/grandchildren to do a happy picture or poem or letter to give to an old person who is on their own in isolation.

Loneliness is a big challenge for many elderly people at the best of times, let alone during this time of physical distancing. A cheerful letter, picture or poem (made up or your favourite poem) would really brighten up their day.



Your inspiration could be: what does your day look like at the moment – do you do any 'virtual' activities? What's the first thing you want to do when we can leave our homes again? Your pets and what they get up to each day? What's it like having to do all your schoolwork at home?

Please take a photo of any art pieces or written pieces and send them to Andlyn White: andlyn.white@cemex.com who will send them on to AGE UK Rugby for them to distribute to their members in self-isolation. Or contact Andlyn to see where to post them if you'd prefer to do that.



A Building Smiles poster can be downloaded here: <http://cemexuknews.co.uk/downloads>.

By the way, you can ask your children's friends and schools to take part too – the more the merrier literally!

BEING THE BEST FOR EMPLOYEES

Thanks For Your Effort Winner



Carl Neubauer, Technician, Aggregates/Technical, is the winner for March for choosing to stop at the scene of an accident to help a member of the public.

Carl was driving home in poor weather with snow and ice on the road when he passed an ASDA delivery van on its side in a ditch. Carl took the decision to turn around and go back, and upon doing so found that the accident had just happened, and the driver was still inside and unable to get out of the vehicle. Carl and another motorist assisted, and they were able to help the driver out uninjured. Carl then took the driver to a local cafe where they were able to stay warm whilst they arranged recovery and onward travel.

This is a great example from Carl of Looking After Each Other.

Thanks For Your Effort March Nominees



Nicola Drabble, Rail Coordinator, Supply Chain. Nicola has shown a huge commitment to improving the mental health and wellbeing of staff locally at Dove Holes and more recently to the wider CEMEX employees.

She started printing off the Action for Happiness Calendars and distributing them amongst her colleagues. This is now a standard item in UK News. Nicola also talks passionately about improving mental health to everyone who asks. As a Mental Health First Aider she has embraced the subject and truly is an advocate.

Steve Haigh, Site Fitter, Stourton Depot & Asphalt plant. Steve had a few days holiday booked to do some decorating at home. Unfortunately, at work we encountered problems on the rail offload whilst discharging Tuesday 4th February's train, this resulted in the train not being fully discharged and stabled at Stourton. Although the issue on the plant was quite small it did cause significant problems – a whole series of support rollers had come adrift and the conveyor belts were full of Aggregate and would not start. When Steve heard this he came to help – initially, making the plant operable to discharge the remainder of the stabled train and then came in the following day to assist in clearing the Aggregate and replacing the rollers on the conveyor and making sure the plant was operational and safe to use.

Stephen Underwood, Assistant Manager, Bletchley Asphalt plant. Stephen always shows complete commitment to keeping the Asphalt plants available to produce material safely for all our loyal customers. The plant broke down late Friday 6th March with an electrical fault on the elevator that



required an electrician to diagnose. Once diagnosed it was looking like the plant would not be available until Monday afternoon at the earliest. Stephen, at home on Friday night, began to investigate getting the spares required for the Saturday. Unfortunately, this never happened but he did find the parts for the Sunday - the plant was repaired safely and made ready to produce on the Monday morning. Via a text message all of our customers were notified that it would be business as usual on Monday.

Working all weekend, the above demonstrates Stephen's commitment to all our CEMEX standards/values incorporating being the best for customers.

Liz Dixon, Regional Planning Manager – Aggregates & Asphalt. During the first two months of 2020 we have unfortunately had to battle with issues with our vessels, wharfs and most notably the weather. Liz spearheaded the crisis plan with daily 'red alert' calls and meticulous planning of our limited available Aggregates to ensure our Readymix business could still function. Liz worked tirelessly, exploring all options e.g. importing Aggregates from other areas or from competitors in this emergency situation.

Chris O'Brien, Maintenance Manager; Richard Endacott, Operations Manager and Joe Jones and Paul Marshall, Relief Managers – South Coast Materials. During a night pour on a 15,000m³ contract our Crawley Readymix plant unfortunately suffered a hydraulic leak. This occurred just after midnight on Tuesday 10th March. Our Relief Plant Managers, Joe and Paul, stopped production and had to deal with the urgent issue of having a mixer full of Concrete which was due to go hard. They contacted Richard and Chris at around 12.30 and Chris managed to source an emergency contractor, Pirtek, who could come to the plant immediately. Most importantly everything was done safely, and the plant was back up and running in a short time, with the customer's pour being completed. There was also a big clean-up operation due to the oil leak, and the staff on site worked hard to clear this and are a credit to the business.

Supermarket Savings With CEMEX Lifestyle



Don't forget to maximise every penny with discounts on all of your everyday home and food essentials via CEMEX Lifestyle. Colleagues are saving over £250 a year on their supermarket shop and you could be too!

To order via CEMEX Lifestyle go to categories and select 'supermarket'. If you are using the Sodexo App go to 'offers' then 'supermarket'.

Find out more at: www.cemexlifestyle.co.uk or call 01908 303531.



Care First Webinars



CEMEX Lifestyle are offering daily 'Care First' webinars which are also recorded for you to listen to. They cover self-care topics such as supporting people remotely, getting a good night's sleep, tips to remaining active, keeping control of your finances and bereavement.

Simply go onto the CEMEX Lifestyle website: www.cemexlifestyle.co.uk and on the homepage go to COVID-19 articles, click on week 5 to find the list of webinars.

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>

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.



UK SECURITY

All reports will be strictly in confidence

Contact John Sweeting, UK Security Investigator

☎ 01788 517 380 / 07557 318 391

@ john.sweeting@cemex.com

Or use our confidential ETHOS service

🌐 www.tnwgrc.com/cemex

☎ 0808 234 0792

@ cemex@tnwinc.com

IS YOUR VEHICLE & ITS CONTENTS SECURE?



LOCK IT OR LOSE IT!

Do Not Leave Valuables in Your Car or Cab

CEMEX Laptops and Tablets are Your Responsibility

Never Leave IT and Personal Belongings in Your Cab or Car

Thefts from Cabs is an Issue - Be Vigilant at All Times



If I defer my salary, how will it help us?

Our sales are down 50%



- Money coming into our business is down >50% in UK
- In some CX countries it's down further
- So money-in is less than money-out, and the short term is still unclear

Our customers are down too



- The entire construction sector is impacted by COVID pandemic
- So our customers are short of money too...
- ...Which means that some are less willing to pay us on time

We're reducing our costs



- We're deferring any non-essential capital expenditure
- We're reducing other outgoings eg maintenance, overhead costs
- We're using Government furlough scheme to reclaim employment costs

We're delaying payments



- Government is helping businesses with cash flow
- We've successfully deferred tax bills eg HMRC payments
- Our business rates can be paid later

We're trying to reduce or defer salary payments



- CX global leaders have taken a 25% pay cut for three months
- CX regional leaders have taken a 15% pay cut for three months
- CX salaried employees are asked to voluntarily defer 10% of salary for three months, for repayment in December

If I volunteer to defer my salary, how will it help?



- It will help us keep more cash in the business in the short term
- We hope that by August our sales will have recovered
- Your deferred salary will be paid with November pay in early December

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 1st May
by emailing it to gb-hrcentraladmin@cemex.com
or give it to your line manager so that they can email it to HR by this date.

BUILDING SMILES

CHILDREN OF ALL TALENT – AGE UK NEED YOU!

Lets get creative and help put a smile on the faces of those that need it the most!

You can do in the following ways;

- **Drawing/painting**
- **Writing a poem**
- **Writing a letter**

And your inspiration could be the following;

- **What does your day look like at the moment?**
- **What's the first thing you want to do when we can leave our homes?**
- **What key message would you like others to know?**

OR anything you feel would help to build a smile.

**Please send all art pieces by email to
andlyn.white@cemex.com**

This will then be sent on to the AGE UK Rugby for them to distribute to their members in self-isolation.

#Buildingsmiles

#StayHome

#BuildingCommunityTogether