



Welcome to UK News 28th May 2020
your weekly update from around CEMEX UK

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BEING THE BEST FOR FAMILIES

Health & Safety.... Message From Michel André



Two serious incidents have recently taken place in two of the Western Europe Materials sites in France and in the United Kingdom.

The first took place at one of our London sites, located in the heart of a busy business district, which is normally a very crowded/populated area. A mixer truck ran away when the driver got out and failed to apply the handbrake; the vehicle came to a stop in a house opposite the plant. Fortunately, no one was killed or seriously injured in this serious incident.

The second occurred on the Chambon-Feugerolles site near Saint-Etienne during a poorly controlled maintenance operation on a conveyor belt and which unfortunately led to the loss of a forearm of one of our subcontractors.

These two significant events remind us of the risks associated with our activities and the essential compliance with health and safety rules.

Our primary concerns in the face of the risks of COVID-19 must not distract us from the dangers that persist in our production units. We must scrupulously follow the rules regarding health and safety, risk assessment, management of our subcontractors and isolation policies.

Let's stay alert and vigilant at all times, protect ourselves and our colleagues and all of our external stakeholders.

Watch the video from Michel André:

(You can access via VPN for a better connection)

<https://web.microsoftstream.com/video/c03c41d2-4c3e-46a2-ba5a-88c3bd99a90f>



Thank You Message

**THANK
YOU!**

Dear Colleagues,

I want to thank each and every one of you for staying focused and doing your very best during this unprecedented time. The new coronavirus pandemic has presented us with great challenges, but throughout our history, we at CEMEX have always found the way to overcome them by working as a true team, always committed to helping our customers, to creating lasting value for all our stakeholders.

There is still much uncertainty regarding the COVID-19 virus and its impact looking forward. Nevertheless, we stand ready to continue operating in accordance with official government policies and guidelines in each of our markets.

We are ready because of all of you. I want to thank you for reaffirming that health and safety really is our top priority. For ensuring the continuity of our business, both at our plants and operating facilities, as well as our commercial and back-office support functions. And most of all, for working as One CEMEX to make clear once again that our key competitive advantage is you: the most talented and dedicated team in our industry.

I invite you to watch a brief video of our appreciation: <https://cmx.to/2LRBDD4>

I urge you all again to strictly follow all the health and safety protocols that we have established.

Stay safe, stay healthy, and again, thank you all!

Best regards,
Fernando

These Boots Were Made For Walking...



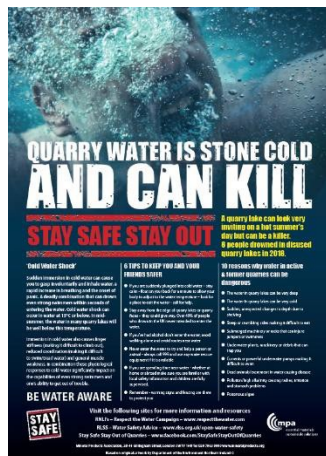
Did you know May was National Walking Month? Many of us are appreciating the chance to get out for a walk more than ever.

Living Streets has lots of tips and resources to help you keep your daily exercise fresh, interesting - and most of all - safe, whether you're walking as a family, trying to fit in some exercise whilst working from home, or if you're restricted to indoor exercise.

Find out more here: <https://www.livingstreets.org.uk/get-involved/campaign-with-us/national-walking-month-2020>



Drowning In Quarries



As the weather improves and schools are still out, we would like to ask all our quarry operators to stay alert to the risk of trespassers.

With most leisure centres and swimming pools still closed due to COVID-19, open water such as quarry lakes may seem even more tempting for a quick dip. The good weather is also likely to encourage more young people and families to spend time outdoors, and even visit from other areas; the media has been reporting a significant increase in people travelling to scenic areas for leisure activities.

Disused quarries or sites that have recently been rendered inactive, particularly those with water, will be particularly alluring. Sites that already have a history of the public entering uninvited may be even more vulnerable in the present climate, as will those located close to urban conurbations.

Please ensure that you have checked warning signs, fencing, reviewed the public safety risk assessments for your sites and considered whether the measures are still appropriate.

For further guidance, RoSPA's Managing Safety at Inland Waters is also available as a free digital download [here](http://www.rospa.co.uk). This publication contains advice and resources for Site Managers and Duty Holders at UK inland water sites. It reflects recent developments in criminal and civil case law. Topics include advice and practical examples on risk assessment, selecting and evaluating controls, creating and aligning water safety policies. You can also download the poster, pictured above, here: <http://www.cemexuknews.co.uk/downloads> and a copy can be found at the bottom of this document.

CEMEX Launches New Health & Safety Protocols



As you may have seen in communications from Fernando A. González and Sergio Menéndez, CEMEX has developed a series of special protocols to protect the health and wellbeing of our people, our customers, and the communities where we operate and to help lower the potential risk of virus transmission. As we continue to adapt to a “new normal” way of doing business, it is of the utmost importance that you understand and adopt each of these protocols, and by doing so, help to personally contribute to helping avoid the potential for contagion.

The above infographic details the key behaviours we should all follow – and most of us will already be doing these on a daily basis. You can also download the brochure here: <http://www.cemexuknews.co.uk/downloads> and a copy can be found at the bottom of this document.

More detailed guidelines will be shared with particular business units / roles as appropriate.

Thank you for your support in adopting these behaviours to protect yourselves, your families, our customers, and our communities.



BEING THE BEST FOR CUSTOMERS

Better. By A Distance. Launched



Our Marketing Team have launched a new Better. By a distance. campaign to highlight some of our products and ways of working which are ideal for working at a safe distance on sites. Last week, Richard Kershaw and Paul Bradshaw hosted a webinar to around 40 people from the Commercial and Technical Teams, to talk through the opportunities this collection of products presents in the current climate.

The products include the self-levelling concretes such as our evolution range, Promptis, our rapid hardening range, our pioneering advanced products which include micro and macro-synthetic fibres and our dry silo mortar offering to reduce site deliveries.

As well as our product range our digital services also reduce the need for close contact between employees and customers and mean we can still fully support our customers even whilst remote working. The booklet also outlines our new protocols to ensure the COVID safety of our customers and employees on sites.

For further information or a pdf of the booklet please contact Paul Bradshaw.

BEING THE BEST FOR SHAREHOLDERS

New Vendor Requests



From 1st June 2020 all vendor requests must be accompanied by a signed copy of the new Third Party Compliance Declaration. This replaces the UK Anti Bribery Letter ONLY. The Modern Slavery Act declaration still needs to be completed by the supplier.

This links into a new Third Party Global policy.

Any vendor requests made after this date that do not have the signed Third Party Compliance Declaration will NOT be accepted.



BEING THE BEST FOR COMMUNITIES

The Captain Tom Moore Loco



Rail freight company, GBR, have named one of their locomotives after Captain Tom Moore, the centenarian who raised over £33 million walking around his garden for the NHS.

The loco was pictured pulling its first load out of Dove Holes

last week and then it was also spotted at our Salford depot!



Thanks For Finding Wilf



The team at our Crawcrook site received a lovely email of thanks from a local couple when they helped find their four year old son who had gone missing.

Three of the team unhesitatingly leapt to help when the distraught parents told them what had happened. One of them (Ian) eventually found Wilf and looked after him whilst the police interviewed the parents. The email comments: *"his kindness will never be forgotten. We are so grateful to everyone who helped us during those frantic 40 minutes."*

Thank you to the team who helped with what is every parents' nightmare situation.

BEING THE BEST FOR EMPLOYEES

Thanks For Your Effort Winner For April



Congratulations to the National Technical Centre Team for winning April's Thanks For Your Effort, for developing a WHO standard sanitising hand-rub during the initial weeks of the COVID-19 lockdown.

Some of the comments from the UK Top Team, who vote for the winners, were as follows:

"Great innovation from the Technical Team, helping us to keep our people safe through the COVID crisis. Thanks!"

"Brilliant work to produce this product which we were short of plus they did this without any fuss or fanfare."



“Went beyond their normal responsibilities to help protect their colleagues.”

“Stepping In and helping ensure we looked after our employees across the business.”

“A great example of innovative and agile teamwork in producing hand-rub to help protect the safe working of others around the business.”

“Commitment to supporting the UK business at challenging time, innovation in developing the required processes; CSR benefit from providing product to local communities as well as CEMEX operations”

Thanks for your effort recognition scheme

When an individual/team demonstrates one or more of our values they may be nominated for recognition, monthly winners are recognised in UK News. All employees are eligible and able to nominate, the monthly winners receive store vouchers to the combined value of £100. All the nominees will also receive a TFYE commemorative mug!

To all winners and nominees for Thanks For Your Effort from the last couple of months – there has been a slight delay in getting your mugs out to you due to office closures, however we will send them out as soon as possible!

Thanks For Your Effort Nominees...



Other employees who deserve a huge mention and thank you for their efforts in April include:

Gary Graham, Supply Chain Planner/CSA North West Aggs. D. Morgan's have a large construction project at the Omega development site in Warrington. On 22nd April a last minute late order came into the remote working Preston Brook team at approx. 5.30pm for 1,000 tonnes of Aggregate MOT for the following day. Gary, who had finished his shift, logged back on and spent over two hours of his own

time at home amending plans for the next day, organising trucks and material to supply the order. Jackie Horabin, Sales Executive, Materials North West, commented that the customer said: “Gary was a legend for sorting it so promptly for him.”

This showed leadership, drive for results and stakeholder behaviour and teamwork – volunteering to use his own time to give the customer a “wow” in our service offering in these challenging times.

Mark Brown, Area Sales Manager, Bagged Cement. In addition to his normal commercial activities as Area Sales Manager for Bagged Cement, Mark agreed to become a CRM Super User during the implementation of Microsoft Dynamics in to Cement. He has accepted this challenge with great enthusiasm and with considerable sacrifice in terms of working hours, often working late into the evening to coordinate with overseas colleagues. He has provided a focal point for development issues and is always on hand to provide training guidance and support to the UK Cement Commercial Team. Single handedly he has developed training materials, videos and User Guides in order to explain the CRM process in “plain English”.

Neal Hill, Emma Chapman, Bob Gillett and Julian Poole, Driver/Lead Driver for Supply Chain. We had an issue at an RMC pour at Kings Lynn and late in the day it was established that the customer was



going to run out of product. Julian arranged for three drivers to come back to work at 4.30pm and satisfy the order. The drivers: Neal, Emma and Bob got back to base at 8.30pm having made the emergency deliveries. The team displayed excellent collaboration across Aggs Ops, RMC and Supply Chain to ensure the customer's orders were met.

Les Grabarz, Supply Chain Operations Logistics Manager NW. Roan Edge weighbridge was having to close to staff shortages with self-isolation. This was averted when Les stepped in and manned the weighbridge from for the full week. Each day circa. 500 tonnages was despatched to our Asphalt plants for Yorkshire/Northwest. This showed leadership, drive for results and stakeholder behaviour and teamwork – volunteering to base himself on site and take on this additional role and workload.

Zoom Meetings Catch Up Online



Thank you to everyone who joined one of the business update Zoom sessions over the last three weeks. These sessions were held by Lex Russell, Carl Platt, Dave Hart and Laurence Dagley, and were an opportunity for employees to receive an update on business performance and the UK response to the Coronavirus pandemic.

There was also a Q&A session with popular topics including furloughing, the divestment to Breedon, and the return to offices. Around 800 people from across the business joined these sessions, demonstrating the company's ability to successfully communicate digitally and we appreciate all of you who took the time to participate.

If you didn't manage to attend and would like to watch one of the sessions for yourself, please visit: <https://web.microsoftstream.com/video/9713a36c-003b-4278-a9ad-796cb6b6305d>

Changes To The Fuel Mileage Rates



The fuel rates for business mileage have been updated effective 1st June in line with the latest HMRC Advisory Fuel Rates.

The rates by engine type and size are outlined in the table below. SAP Concur has been updated and claims for mileage from that date onwards will be made at the revised rates.

Fuel Type	Engine size	Rate Until 31 May 2020	Rate From 1 Jun 2020
Petrol	1400cc or less	12p	10p
	1401cc to 2000cc	14p	12p
	Over 2000cc	20p	17p
Diesel	1600cc or less	9p	8p
	1601cc to 2000cc	11p	9p
	Over 2000cc	13p	12p



Diversity Is Good



As a global company, we recognise the value of being diverse and inclusive. With more than 100 nationalities and countless different cultures represented in our workforce, we reflect on how diversity and inclusion play a significant role in our company, ultimately benefitting our key stakeholders, including our own workforce, our customers, our supply chain, and the communities where we live and operate.

Last Friday was World Day for Cultural Diversity for Dialogue and Development, we proudly celebrate the richness of cultures around the world, and recognise how diversity in backgrounds, thoughts, and perspectives enrich our own, our CEMEX culture.

We still have a great opportunity to drive a more inclusive society for all. At CEMEX, we can start by modeling our and our team's behaviours, and we can leverage on great resources we have available:

- [Diversity and Inclusion position paper](#)
- [Unconscious Bias course](#) in CEMEX University
- [Workplace Diversity and Inclusion Global Policy](#) (use VPN to access the link)
- [Diversity video](#) used in Social Media

We are confident these resources can spark conversations and motivate change in each of us, and together we can contribute to building a better world.

This is just the starting point to share the way in which we aim to drive our diversity efforts, and our intent is much bigger. It's about transformation and about consciously continuing to build a culture that welcomes all people equally.

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.







QUARRY WATER IS STONE COLD AND CAN KILL

STAY SAFE STAY OUT

A quarry lake can look very inviting on a hot summer's day but can be a killer. 8 people drowned in disused quarry lakes in 2018.

'Cold Water Shock'

Sudden immersion in cold water can cause you to gasp involuntarily and inhale water, a rapid increase in breathing and the onset of panic. A deadly combination that can drown even strong swimmers within seconds of entering the water. Cold water shock can occur in water at 15°C or below. In mid-summer, the water in many quarry lakes will be well below this temperature.

Immersion in cold water also causes finger stiffness (making it difficult to climb out), reduced coordination (making it difficult to swim/tread water) and general muscle weakness. In combination these physiological responses to cold water significantly impact on the capabilities of even strong swimmers and one's ability to get out of trouble.

BE WATER AWARE

6 TIPS TO KEEP YOU AND YOUR FRIENDS SAFER

- If you are suddenly plunged into cold water – stay calm - float on your back for a minute to allow your body to adjust to the water temperature – look for a place to exit the water - call for help.
- Stay away from the edge of quarry lakes or quarry faces – they could give way. Over 40% of people who drown in the UK never intended to enter the water.
- If you've had alcohol don't enter the water, avoid walking alone and avoid routes near water
- Never enter the water to try and help a person or animal - always call 999 and use any water rescue equipment if it is available
- If you are spending time near water - whether at home or abroad make sure you are familiar with local safety information and children are fully supervised.
- Remember - warning signs and fencing are there to protect you

10 reasons why water in active & former quarries can be dangerous

- The water in quarry lakes can be very deep
- The water in quarry lakes can be very cold
- Sudden, unexpected changes in depth due to shelving
- Steep or crumbling sides making it difficult to exit
- Submerged machinery or rocks that can injure jumpers or swimmers
- Underwater plants, machinery or debris that can trap you
- Currents or powerful underwater pumps making it difficult to swim
- Dead animals/excrement in water causing disease
- Pollution/high alkalinity causing rashes, irritation and stomach problems
- Poisonous algae



Visit the following sites for more information and resources

RNLI's – Respect the Water Campaign – www.respectthewater.com

RLSS – Water Safety Advice – www.rlss.org.uk/open-water-safety

Stay Safe Stay Out of Quarries – www.facebook.com/StaySafeStayOutOfQuarries

Mineral Products Association, 38-44 Gillingham Street, London SW1V 1HU Tel 020 7963 8000 www.mineralproducts.org

Based on original artwork by Department of the Environment Northern Ireland ©





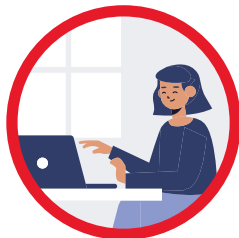
OUR PROTOCOLS

BEHAVIOURS THAT SAVE LIVES



#FightAgainstCOVID

IDENTIFY SYMPTOMS AND INFORM



**Prevent contagion
by isolation**



**Cooperate with
screening
procedures
when required**



**Feeling ill?
Call for help**

PROTECT YOURSELF AND OTHERS



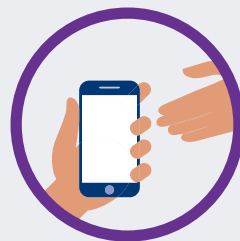
**Use a facemask when
required and other
recommended Personal
Protective Equipment**



**Avoid sharing
personal items.
Bring your own
food and drink
to work**



**Remain in your
vehicle as much as
possible when
commuting or
delivering**



**Keep your team
safe. Make sure
they understand
and adopt these
behaviours**

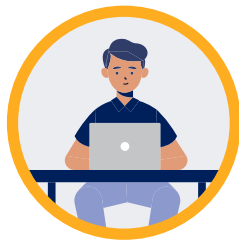
PHYSICAL DISTANCING



Maintain a safe distance from others and avoid handshakes



Avoid groups and crowded spaces



Work remotely as much as possible



Avoid non-essential public transportation

PERSONAL HYGIENE



Wash your hands often



Avoid touching your face



Keep your workplace clean



Cough and sneeze properly