



Welcome to UK News 16th July 2020
your weekly update from around CEMEX UK

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BEING THE BEST FOR FAMILIES

Employee Testimonial – Experience of Coronavirus



We would like to share a video with you from our colleagues in Colombia. In this video CEMEX employee, Jhon Bermúdez, and his family talk you through their experience of Coronavirus, which had a serious impact on their lives.

Please take just 10 minutes to watch this powerful and important video. It reminds us all of the responsibility we have to continue to follow the protocols implemented globally by CEMEX to prevent the spread of COVID-19, both at work and at home. You can watch the video [here](#).

Health & Safety Video Message from Sergio Menendez, Regional President



Please see a link below to a short personal video from our EMEAA Regional President, Sergio Menendez, on the subject of our number one priority Health and Safety, with three key messages –

1. Thank you for keeping safe at work with our colleagues during the COVID pandemic – adopting the protocols and remembering the four “Behaviours that Save Lives”.
2. We also need to keep safe at home with our families and friends – the COVID risks continue as restrictions are lifted and people travel and start to see friends more. We must all adopt the same behaviours outside of work.
3. There has been a wave of serious safety incidents and near misses recently. It is vital for everyone to remain extra vigilant to reverse this trend, particularly now during the high-risk summer months period.

Please take a couple of minutes to watch the video, and STOP AND THINK before any task, LOOK AFTER YOURSELF AND EACH OTHER, and STEP IN if you see anything unsafe.



Watch the video here: <https://web.microsoftstream.com/video/ad2defbd-b261-4dfd-97f6-416ac08cdf82>

Teamwork Makes Marine Work...



It's one thing to be locked down at home with our families, but another challenge entirely for the crews on our dredgers to manage getting back to families during lockdown.

In the shipping press, and increasingly in the mainstream media, we are seeing reports of seafarers being trapped on board their vessels due to the COVID-19 pandemic. Some seafarers have now been on board their ships for over 12 months now, without seeing their families, and limited communications to keep in touch. Due to hard work and perseverance the CEMEX UK Marine team

have been able to ensure that all of our crews have managed to get home safely to see loved ones.

We have maintained our crew change schedule as far as possible throughout the pandemic, and although there have been some delays to seafarer travel due to various Government restrictions, and a reduced number of flight options, we have been working hard to do what we can to get seafarers home to their families. Members of our office based team have also worked tirelessly throughout this period to ensure that the right balance is maintained offshore.

Capt. Matt Bland, Fleet Safety and Development Master, commented: "As seafarers, we are used to problem solving, and as Ernest Shackleton, Master Mariner, said "Difficulties are just things to overcome, after all."

This week we are pleased to be able to report that there are now no seafarers on board company vessels who are overdue going on leave. The company appreciates the patience and cooperation of all our seafarers during this constantly evolving situation."

Kurt Cowdry, Director CEMEX UK Marine, added: "We have constantly reinforced the need to keep doing the basics and doing them well, COVID-19 is only one thing that we need to manage. The Masters and Senior Officers of each ship have been fantastic, offering solutions that have always been considered.

There have been some problems along the way but as a team we have held frequent and structured calls to discuss the following: people, ship reviews, crewing, furlough, ships alongside Falcon & Fulmar, market demand and engineering.

We put these calls together to ensure that we capture and maintain the right balance for our people throughout a period that originally was a step into the unknown for all of us. Through a great demonstration of teamwork, sticking together, thinking outside of the box and working in a different way, some of what we have learnt we will keep on developing.

We have also adapted to a number of different platforms: Microsoft teams, Zoom, Skype (some of us were already familiar) but others have embraced technology and more use of Yammer, Facebook, Twitter and LinkedIn. They have been difficult times but a great learning experience."



Families – Playbook



As lockdown eases and shops and hospitality businesses open up again, it is vital that we all remain vigilant to the ongoing risks of the pandemic.

It is great to have the opportunity to go out more, but we must all do what we can to keep our families and others safe so we can prevent other people from becoming ill like Jhon and his family.

To help with this, CEMEX Global has created a Playbook focused on our time away from work. This Playbook utilises the four behaviours that save lives, which have been **well-adopted throughout the business and are now in place at our CEMEX sites**.

It's key that **outside of work, we all use the same four behaviours** with our family and friends:

- Keep **washing and sanitising your hands** and maintain **physical distance** wherever you are.
- If you experience any **symptoms, stay at home in quarantine** and gain medical advice if symptoms worsen.
- Follow government guidelines on travel and if possible **use your own transport** – avoid planes, buses, trains and if travel is essential, take precautions and protect yourselves.
- Keep using online services if possible to **avoid shops, banks, busy public spaces**.
- Follow latest **government guidelines on social gatherings** with family and friends.
- **Reinforce behaviours with your other family members**, particularly young children and more vulnerable people.



For more detail on how to keep your family and friends safe and healthy during the COVID-19 pandemic, see the new CEMEX COVID Family Playbook, which can be found [here](#).

CEMEX Global Health & Safety Awards



Massive congratulations to the UK operations who were awarded global Health & Safety Awards this year. The deserved winners are:

Zero4life Contribution Awards:

- Europe Urbanisation Solutions Admixture and Mortars
- Supply Chain UK and France North

Road Transportation Sector Award:

- Best performance – 1st place Cement Supply Chain UK

Fit 4 Life Contribution Award Winners:

- Wenvoe quarry – Activity trackers
- UK South Ferriby – Making noise visible

Contractor Management Awards:

- UK – Supply Chain, Contractor safety campaigns



18 Years Dedication to Health & Safety at Berkswell



Congratulations to the Berkswell quarry team and all its hauliers, contractors and visitors who have achieved 18 years LTI free.

Andy Barber, Quarry Manager, commented: "This has only been possible with the commitment from the team to make a difference every single day ensuring we engage with everyone on site, creating a bigger team and ultimately looking after each other."

We are all challenged with preventing the spread of COVID-19 and we have adopted the same techniques, involve everyone, communicate to all, step-in and take care of each other. Here is a safe, socially distanced photo of the Berkswell team on our brand-new processing plant."

BEING THE BEST FOR SHAREHOLDERS

Decision on Proposed Mothballing of South Ferriby Cement Plant



On 12th May 2020 we announced a proposal to mothball South Ferriby Cement plant. This followed analysis of our European Cement assets which identified an opportunity to reduce our operating costs and improve the utilisation of CEMEX's European Cement network through the mothballing of South Ferriby Cement plant.

We have been collectively consulting with Employee Representatives and during this process many questions have been raised and answered and a counter proposal was submitted and examined. Individual consultations are also taking place with affected employees.

After very careful consideration of everything raised during consultation, the company has made the decision that it will mothball South Ferriby Cement plant.

Now that a firm decision has been taken, the Collective Consultation process has concluded. We would like to thank the Employee Representatives and Unite, the Union, who have worked with the business to ensure that the proposal has been subject to scrutiny and challenge.

This decision means that approximately 110 employees are at risk of redundancy and we anticipate that the majority will leave the business during July. A small number of employees will be needed during August to mothball the plant.

We would like to thank all of our colleagues at South Ferriby for their valued contribution to CEMEX and we appreciate this continues to be a very difficult time for them. CEMEX remains committed to the UK and its European business, which is one of the company's largest regions, and will continue to have a strong national presence.

If you have any further questions or concerns, please speak to your Line Manager.



CEMEX-Tec Award Closes its Global 2020 Call with Record Number of Entries



The CEMEX-Tec 2020 Award announced that its 10th edition received 1,678 entries; the largest number of projects registered in the history of the event.

The CEMEX-Tec Award is celebrating its 10th anniversary, and for the third year, it opens its global call for entries with four complementary categories: Transforming Communities, Social Entrepreneurs, Community Entrepreneurship, and Collaborative Action. The Social Entrepreneurs category received the highest number of entries with 870 projects; followed by the Community Entrepreneurship category with 372 projects; Transforming Communities with 258 projects; and Collaborative Action with 178 projects.

This year, projects from 31 Mexican states were registered, for a total of 717 projects from 143 universities. In addition, 170 universities from 61 countries participated, with Colombia, the Dominican Republic, and Argentina accounting for the highest number of registrations. Likewise, the CEMEX-Tec Award continued to enjoy high participation from European countries, such as Spain, France, Germany, the United Kingdom, and the Czech Republic, among others.

Of the total number of agents of change who applied for the CEMEX-Tec Award, 51% were women and 49% were men, with an average age of 32 years. Over the past 10 years, the CEMEX-Tec Award has received entries from 5,443 projects from 90 countries, with more than 8,600 people participating in the initiative.

For the 2020 edition, the winning projects will not only receive a grant, but also participate in a two-week virtual bootcamp called “Experience Week,” which will take place from 21st September to 2nd October. Through Experience Week, participants will receive specialised training, one-on-one mentoring with international experts, cultural activities, and networking spaces with partners such as Ashoka, MassChallenge, MakeSense, Unreasonable Mexico, Impact Hub, and Sirolli Institute.

“We are very proud of the trajectory of the CEMEX-Tec Award over the past 10 years. To see the transformation of this initiative, increasing its impact and expanding its reach to projects in 90 countries that are now part of the CEMEX-Tec community,” said Martha Herrera, CEMEX’s Global Director of Responsible Business and Director of the CEMEX-Tec Centre for Sustainable Communities.

The CEMEX-Tec Award reaffirms its global commitment to building a better future by encouraging and promoting high-impact sustainable development proposals and projects through innovation and social entrepreneurship. All CEMEX Press Releases are here: <https://www.cemex.com/media/press-releases>



Smart Innovation Challenge – Three Weeks to Go!



The deadline to share your ideas is approaching. Take the opportunity to develop your idea, **START BY SHARING IT!**

Check out the scorecards (with incl. guidance for evaluators) in our downloads section: <http://cemexuknews.co.uk/downloads> for Pre-Screening and Screening that will be used by committees as a base for scoring and assessment discussions.

Make use of the scorecards to improve description of your ideas when shared, to ensure committees understand your concepts.

Follow EMEAA Yammer to receive more information about innovation:

https://www.yammer.com/cemex.com/#/threads/inGroup?type=in_group&feedId=17585842&view=all

BEING THE BEST FOR COMMUNITIES

Myton Hospice Technology Donation

THANK YOU!

We would like to say a huge personal thank you to CEMEX – IT department – for the amazing donation in April of two video enabling devices.

It has been such a difficult time for patients and their relatives and being able to offer these calls has been so beneficial.

We have received a number of phone calls following these video calls from family members to say how grateful they have been and what a difference having the video enabling devices has made.

We would like to say a huge personal thank you from Myton to CEMEX and to let you know what we have been using the devices for as they have been invaluable. The calls have ranged from a chance to catch up and chat about how the patient and the family are getting on through to some very difficult end-of-life conversations and, in some cases, a chance to just see their relative and not necessarily even say too much.

Thank you so much.

On behalf of the Nursing and Medical Team – Myton Hospice

Kestrels in Poland



It's not just the UK operations who are working to help nature. Our colleagues in Poland are putting up nesting boxes for Kestrels at their Rudnik Cement plant.

Anna Wojtczak from CEMEX Poland commented: "Kestrels often appear in industrialised areas around meadows and fields. Providing artificial nesting sites is a very important element of protecting this species."



Recently the factory has been visited by an ornithologist who has helped to select the best places for nesting boxes.” We are looking forward to hearing how the Kestrels get on.....

BEING THE BEST FOR EMPLOYEES

25 Years Each for Simon and Graham



Just as the lockdown started both Simon Gould, Quarry Manager at Giffach Quarry and Graham Warrington, Quarry Manager at Taffs Well quarry, achieved 25 years working for the business.

Dave Goodman, Operations Manager, said: “It was a great achievement and I was really pleased to be able to pass over both awards following the ease of lockdown. At least the stores are open now to spend the well-deserved vouchers!!”



Money Advice Service



Money concerns have a significant effect on our mental and physical health.

Financial wellbeing is about a sense of security and feeling as though you have enough money to meet your needs. The CEMEX Lifestyle has a money advice service to give advice on ways to manage your money, save and plan better.

Go to: www.carefirst-lifestyle.co.uk to view articles on finance and budgeting or call 0808168 2143 for in the moment support. Username: CEMEX Password: CEMEX.

A poster can be found at the end of this document or you can download here: <http://cemexuknews.co.uk/downloads>

Get Out and About



We all know that nature is good for us. CEMEX Lifestyle has produced a poster to remind us of some tips and suggestions to help you enjoy nature such as:

- Pick or grow your own veg, fruit or herbs.
- Connect with animals; put a bird feeder in your garden, do some dog walking for a friend, go bird watching.
- Get outdoors, go for a picnic or a walk, watch the stars, exercise outdoors.
- Bring nature inside, buy flowers, grow a pot plant, sit by the window where you can see trees or the sky.



Go to: www.carefirst-lifestyle.co.uk to view articles on health and wellbeing or call 0808168 2143 for in the moment support. Username: CEMEX Password: CEMEX.

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Back to Offices – Update on Progress



The preparation for our return to the main UK offices continues to progress well. Since our update last week, the teams have been working hard to complete the required actions and ensure our office locations are safe to use when the time is right for us to return.

Rugby Office

- Decluttering (to help keep spaces clean) is still on track to finish this month, with people currently clearing the 1st, 6th and 7th floors to follow the benchmark set by the 4th floor
- Once decluttering is complete, certain teams will be reallocated to other areas of the building to ensure they have a suitable space when the office reopens
- Signs to enforce physical distancing are in place and communicate a one-way system for movement
- Sanitiser stations arrive this week, and will be in place on every floor
- A Perspex screen for the reception area is due to be installed next week
- A 'Cloud Filing' trial is being explored with the 4th floor, to manage the ongoing use of paper filing systems

Preston Brook / Stockton / Egham / Marine



- Decluttering continues at these locations
- Required signage / screens and other items are starting to be installed
- Designated managers at each site are working hard with their teams to keep plans on track

Next Steps

We are aiming to have **all required work completed at each of the main offices by the end of July / early August**. Once the offices are ready, **a team will return to Rugby office for a short trial period of a week or two in mid-August**. Every member of this team will be communicated with individually in advance of the trial to ensure they feel comfortable with the proposed return and we can take their comments into consideration.

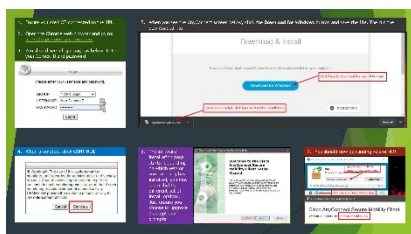
Once the trial begins, we will be continuously talking to the team to get their feedback and make any adaptations to office operations that are needed.



Dependent on any changes to the national situation and government guidance, **we are then looking to reopen offices on a managed, partial return based upon business needs from September.**

Thank you again to all those who are working remotely – we appreciate that this can have its challenges. The business continues to operate well and we are grateful for your ongoing commitment, however we have identified that some teams need to return to offices to work more efficiently. We are working hard to ensure this can be done as soon as possible while ensuring the safety of our employees remains our number one priority.

Upgrade to VPN



A new version of the VPN is available. To upgrade, please follow the step by step guide in the image.

You can download the guide here:
<http://cemexuknews.co.uk/downloads>

Want To Nominate A Colleague?



Who do you think deserves and 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.

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
076-07-2020	Plant Manager	Materials UK South – Home Counties	Royston Readymix Plant	29/07/2020

For further details on other roles and a full listing of other vacancies, together with information on how to apply, please log on to CEMEX Shift > My Services > Internal Vacancies>New IVCs.

We would love to hear from you for the next edition

To send us a story: either click on 'submit a story' on the UK News website or email gb-communicationsandpublicaffairs@cemex.com

If you can, please include a photo too (taken in super fine landscape setting and saved as a jpeg.) Thank you.







HOW FINANCIALLY WELL ARE YOU?

Money concerns can have a significant effect on our mental and physical health.

Financial wellbeing is about a sense of security and feeling as though you have enough money to meet your needs. It's about being in control of your day-to-day finances and having the financial freedom to make choices that allow you to enjoy life.

Here are some steps you can take to help you manage your money, save and plan better:

Set up a budget so you're less likely to end up with debt and spot areas where you can make savings.

Keep a spending diary so you can keep a closer eye on your purchases.

Pay off your debts first - especially those with the highest interest rate.

Set a savings goal - for example put aside £2 a day for the next three months. The best way to save money is to pay some money into a savings account every month.

Cut back - if you're spending more than you have coming in, look at where you can reduce your outgoings.

For help and advice, go to the Money Advice Service.

Visit: www.carefirst-lifestyle.co.uk to view our articles on finance and budgeting, or call **0808 168 2143** for in the moment support

Username: cemex

Password: cemex





NATURE CAN HELP US FEEL HEALTHIER AND HAPPIER

Spending time in the natural environment has been shown to bring a range of benefits to mental and physical health – as well as generally being a free or low-cost activity.

Take a look at the following tips and suggestions to help you enjoy nature:



Grow or pick food - plant vegetables in your garden or herbs in a window box; go fruit picking at a local farm or orchard, or blackberry picking.



Connect with animals - watch out for wildlife when you're outdoors; hang a bird feeder in your garden; do some dog-walking for a friend; go bird watching.



Get outdoors - go for a walk in a park, forest or at the beach; go for a picnic or eat in the garden; watch the stars; exercise outdoors - go for a run, do some yoga, go cycling or go hill walking.



Bring nature inside - buy flowers or plants for your home; take photos of your favourite places in nature; arrange a comfortable place to sit by a window where you can see trees or the sky.

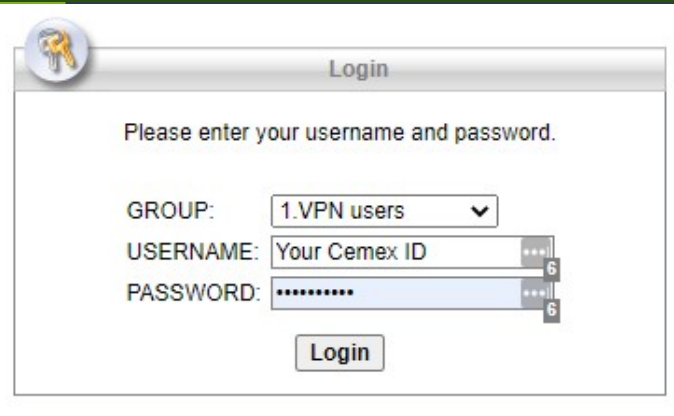
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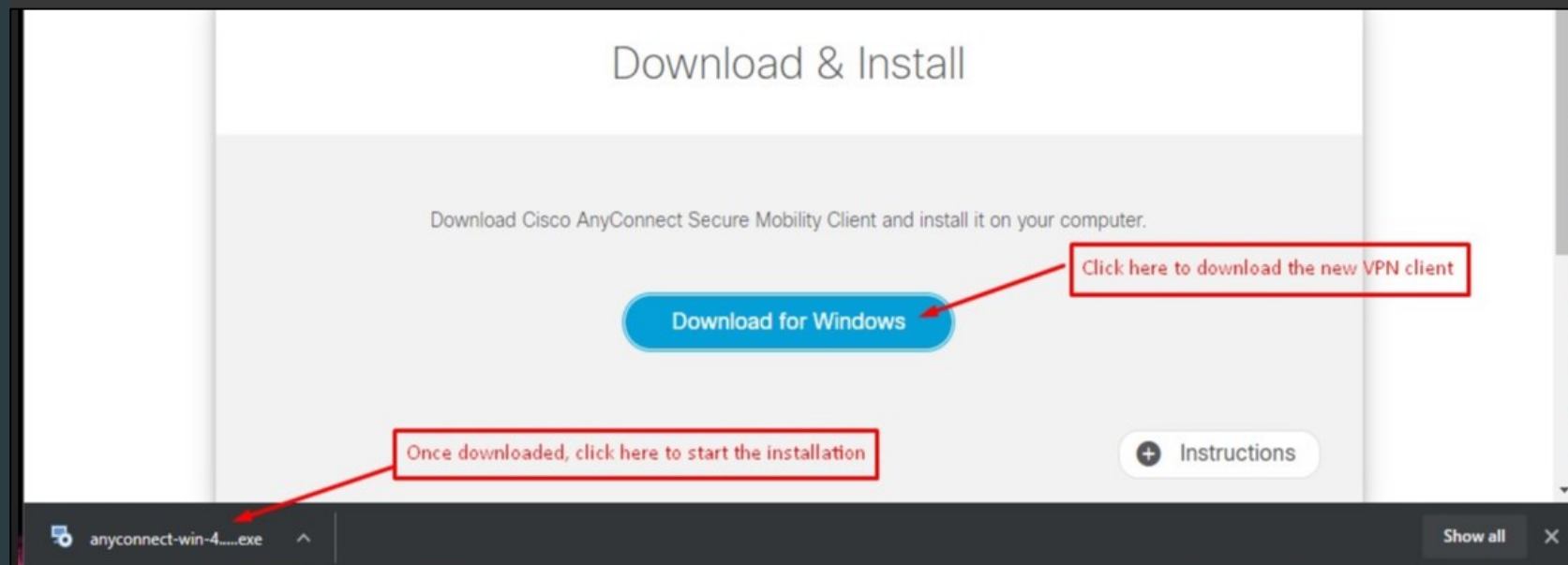


1. Ensure you are NOT connected to the VPN
2. Open the Chrome web browser and go to:
<https://vpnamerica.cemex.com>
3. You should see a login page as below. Enter your Cemex ID and password

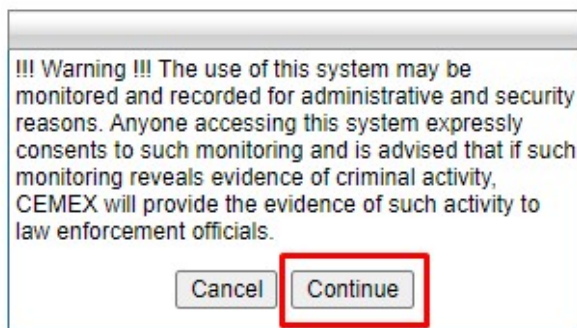


The screenshot shows a login window titled "Login" with a key icon. It contains the text "Please enter your username and password." Below this, there are three input fields: "GROUP:" with a dropdown menu showing "1.VPN users", "USERNAME:" with the text "Your Cemex ID", and "PASSWORD:" with masked characters. A "Login" button is at the bottom right.

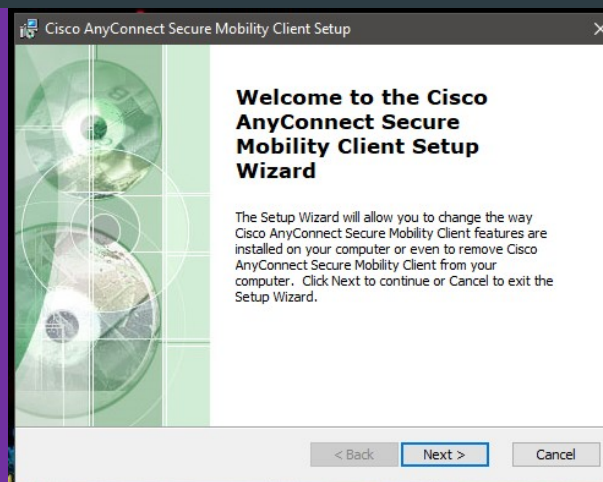
5. When you see the AnyConnect screen below, click the Download for Windows button and save the file. Then run the downloaded file



4. When prompted, click CONTINUE



6. The software installation page starts, depending on which version you currently have installed, you may see a slightly different set of install options. Just ensure you choose to upgrade / accept any prompts



7. You should now be running version 4.9

