



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

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BEING THE BEST FOR FAMILIES

COVID – Actions Save Lives



Please be aware of two COVID-19 Alerts which have recently been released following investigations into the sad deaths of contractor colleagues working with us overseas.

The importance of applying our Key Behaviours that Save Lives outside of work, as well as in the work environment is becoming increasingly apparent from these Alerts. Please discuss the Alerts with your team and regular contractors, encouraging them to ensure they are doing all they can to look after themselves and their families. Please also consider whether there are gaps in relation to local COVID control measures and take immediate action where necessary to ensure compliance

with the CEMEX Protocols and Good Practices.

Finally, please display the Alerts on noticeboards. These can be found at the end of this document or visit our download section: <http://cemexuknews.co.uk/downloads>



Identify and Inform



Personal Hygiene



Physical Distance



Protect Yourself & Others

CEMEX Global Protocols require all Fatal Alerts to be communicated and managers to capture the signature of employees and contractors to confirm they have received and understood the information and the

control measures they need to adopt. In addition, operations are invited to observe a one minute silence in memory of the deceased at the time of discussing a Fatal Incident Safety Alert.

HEALTH AND SAFETY INFORMATION AND RESOURCES CAN BE FOUND AT THE FOLLOWING LOCATION <https://cemex.sharepoint.com/sites/UKHealthandSafety>



Congratulations Marine – 1 Year LTI Free



The Marine business is now 1 year LTI free. This achievement reflects the hard work put in by everyone in the Marine business to make safe operations the first priority and is something to be proud of.

Matt Bland, Fleet Safety and Development Master CEMEX UK Marine, commented: “However, there was a TRI on the Welsh Piper last September, and this measure of safety performance is arguably more important to use when assessing our safety achievements. As you know, past performance has no bearing on the future with

regards to safety, and we need to keep up the good work to ensure we remain LTI free, and work to improve our TRI free performance.

- Get the basics right
- Don't get complacent
- Implement existing safety initiatives – Safety Essentials, Stop and Think, Step In, alongside COVID-19 additional precautions
- Identify ways of doing things safer, report them and act upon them – Continuous Improvement.”

Michel Andre, Operations Director for Materials Western Europe, congratulated the team: “Well done to everyone in UK Marine and the South West and Wales Market who both reached 1 year LTI free recently! This is a great performance that should reassure all of us in these difficult times that we have the right policies, training schemes and processes and that they are 100% effective when 100% implemented, every time, everywhere.”

Update on Travel Following Government Announcement



As many of you will have seen, the UK Government has announced that Spain has been removed from the list of countries that are covered by the travel corridor exemption. This means that all those returning to the UK from Spain (including the Balearics and Canaries) will need to self-isolate for 14 days, and provide their journey and contact details via the government website.

In addition, the Foreign & Commonwealth Office has updated its travel advice for Spain and is currently advising against all non-essential travel to Spain, based on the current assessment of COVID-19 risks. From 27th July 2020, this includes the Canary Islands (Tenerife, Fuerteventura, Gran Canaria, Lanzarote, La Palma, La Gomera, El Hierro and La Graciosa) and the Balearic Islands (Mallorca, Menorca, Ibiza, and Formentera). For more information visit: <https://www.gov.uk/foreign-travel-advice/spain>.

- We would strongly recommend all employees to check the Foreign & Commonwealth Office guidance for any countries you are considering travelling to before booking any trips. Be aware that their advice can have an impact on the validity of any travel insurance you purchase.
- It is also important that people are aware of which countries are covered by the travel corridor exemptions – the updated list can be found here – and appreciate that this can be subject to change. While this list currently includes many popular tourist destinations such as Cyprus, Greece and Turkey, there are a number of countries that are not included, such as Portugal and



the United States of America. If you visit a country that is not on the list, you must self-isolate for 14 days on return.

- If you have any concerns about personal travel or a holiday you have booked, please speak with your Line Manager who will seek guidance from HR.
- Remember that all business travel should only take place if it is essential, and any business travel to or from Europe is restricted and requires EVP written approval and informing of Global Security.

CEMEX UK will continue to follow Government guidance and will update you on any further changes that may impact your work and the way we operate.

BEING THE BEST FOR CUSTOMERS

Concrete Heavyweights



Many thanks to Hannah Hyslop, Specification Manager, and Charles Wilcock, Technical Manager, who recently presented on our Heavyweight Concrete supplied into the Wirral Dock Bridges Replacement project. They were supporting LKAB, the supplier of the Heavyweight Aggregate, who hosted a webinar on the design, production and use of Heavyweight Concrete.

The Concrete supplied had a specified dry density of 3100Kg/m³ and was required to be self-compacting. Another great example of our knowledge and supply of specialist materials.

Record Collect Day at Salford



Congratulations to the team at Salford Asphalt plant who recently recorded a record 256t of collects in one day! This is a superb result and thank you to Team Salford - Phil Repton (Manager) who have looked after the collect customers and given a first class service. Keep up the excellent work and superior service.

Carl Platt, Director Asphalt Paving Precast Mod BP Europe, commented: "The Local Asphalt brand and business is critical to our overall Asphalt offering so it is brilliant we are achieving this at Salford. Please keep servicing our customers to this high level."

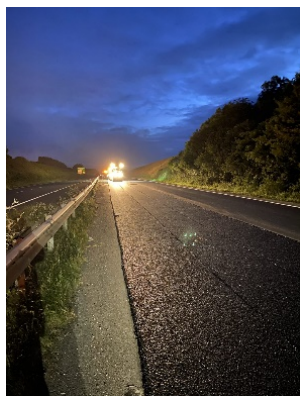
Keeping our Roads Open



"It's been a busy few months for the Paving Solutions team. The lockdown of the UK caused many workplaces to close very suddenly. A number of our clients were keen to progress critical works on roads which were now operating with much lower traffic volumes," explains Mathew Tranter, Commercial Manager Paving Solutions UK.



“Following industry best practice and Government advice, we managed to keep around half of our operational teams active on schemes between late March and May. We had to work hard with our clients to satisfy them that our works could be delivered safely, and it meant that some activities had to be altered or suspended.



We couldn't have done all this without the support of the whole Paving Solutions team and our Supply Chain. A special thanks to Jonathan Legge, Operations Manager, and Thomas Dav Mason, Operations Manager, who had to take our existing ways of working and alter them to reflect the continuing change in guidance, whilst also making sure we had enough staff to complete the projects and monitor a huge downstream supply chain. It's been an epic undertaking and demonstrates what a great team we have and what we can achieve when we work together.”



Carl Platt, European Director for Paving Solutions, commented: “Thank you to everyone in the UK Paving team for their dedication and hard work during this pandemic. We have maintained health and safety as our number one priority whilst supporting the UK Government in promoting infrastructure as a key segment.”

BEING THE BEST FOR SHAREHOLDERS

Innovative Ideas Wanted



The CEMEX SMART innovation team are eagerly awaiting ideas from around the business. This is the last week for entries to the Smart Innovation Challenge 2020.

If you have an idea for a solution that could help the CEMEX business, then be sure to submit your idea before 31st July:

<https://cemex.sharepoint.com/sites/SmartInnovation/source/challenges.aspx>

They have produced some simple scorecards with guidance on evaluation criteria for pre-screening and screening your idea. They can be found in the download section of the UK News website:

<http://cemexuknews.co.uk/downloads>. You can make use of the

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

There is also a short video for you to watch to guide you too:

<https://web.microsoftstream.com/video/dcb4dfdf-c016-4199-a8a5-52b034a76a23>



CEMEX's Cost Containment Efforts Translate into Higher Margins



CEMEX announced recently that in a quarter marked by significant disruption from the COVID-19 pandemic, Sales declined 10%* year over year while EBITDA for the quarter fell by 6%*. These declines were largely attributable to lockdown measures in much of the company's footprint. EBITDA margin, however, was higher by 0.7 percentage points due to the proactive initiatives under "Operation Resilience" where the company undertook significant cost containment efforts across its businesses and geographies.

CEMEX's Consolidated Second Quarter 2020 Financial and Operational Highlights

- The decline in quarterly consolidated Net Sales was due to lower volumes for our three core products in almost all regions. The US was the one exception with Cement volumes growing 6%. Impact of volumes was highly correlated to government COVID-19 restrictions.
- Operating Earnings before Other Expenses, net, decreased 17% to US\$279 million on a like-to-like basis.
- Controlling Interest Net Income (loss) was a loss of US\$44 million, compared with a Net Income of US\$155 million in the same quarter of 2019.
- Operating EBITDA on a like-to-like basis decreased 6% during the quarter to US\$554 million, as compared to the same period in 2019.
- Operating EBITDA margin increased by 0.7pp, from 18.3% in the second quarter of 2019 to 19.0% this quarter.
- Free Cash Flow after Maintenance Capital Expenditures for the quarter was US\$140 million.
- Net debt plus perpetual notes marginally increased sequentially by US\$51 million during the quarter.

"Despite the unprecedented conditions in which we are operating due to the pandemic, I am pleased with our second quarter performance and our quick reaction to implement cost containment measures across all geographies. In the quarter, we saw a rapid V-shaped volume recovery in our core products from trough levels in April, reaching slightly below pre COVID-19 volumes in June. Importantly, our health initiatives have helped protect our employees, customers, suppliers and communities, and allowed us and our customers to continue operating in most markets.

Our digitalisation efforts have also paid off as usage continues to expand on our digital platforms and our sales force has leveraged new tools to connect with our customers virtually. We expect that COVID-19 will continue to challenge our operations in new ways over the next few quarters. We will continue to prioritise the safety of our employees and customers, improve our customer experience, and protect the future of our company," said Fernando A. González, CEO of CEMEX.

Geographical Markets Second-Quarter 2020 Highlights:

Net Sales in **Mexico** decreased 10% on a like-to-like basis to US\$568 million. Operating EBITDA, on a like-to-like basis, decreased 10% to US\$183 million in the quarter, versus the same period of the previous year.

CEMEX's operations in the **United States** reported Net Sales of US\$1.0 billion, an increase of 1% from the same period in 2019. Operating EBITDA increased by 16% to US\$198 million versus the same quarter of 2019.



In our **Europe, Middle East, Africa and Asia** region, Net Sales decreased by 13% on a like-to-like basis, compared with the same period of the previous year, reaching US\$987 million. Operating EBITDA was US\$147 million for the quarter, 20% lower than the same period last year on a like-to-like basis.

CEMEX's operations in our **South, Central America and the Caribbean** region, reported Net Sales of US\$279 million, a decline of 30% on a like-to-like basis over the same period of 2019. Operating EBITDA decreased by 25% on a like-to-like basis to US\$66 million in the second quarter of 2020, in contrast to the same quarter of 2019.

*** Year-over-year changes are calculated on a like-to-like basis, for ongoing operations and adjusting for currency fluctuations.**

BEING THE BEST FOR COMMUNITIES

RSPB Summer Upcycling



Don't throw that milk carton away! Why not recycle it? There's tons of stuff you can do with your rubbish!

If you want something to do with the kids over the summer or just to do your bit for the environment the RSPB have a summer wild challenge on their website for folk to do. For July it was do some upcycling creative craft ideas...go to: <https://www.rspb.org.uk/fun-and-learning/for-families/family-wild-challenge/activities/upcycling-for-nature/> to find out more or read on....



Recycling is really important, but that doesn't mean it can't be fun, too! Why not convert your waste into works of art and make rubbish a riot?

It's amazing how colourful packaging is. You can let your imagination go when creating animals and habitats from household waste.



Taking part in a beach clean-up or litter pick at your local park is a kind and selfless thing to do and will make a positive difference to the wildlife and people enjoying the space. Be careful if you complete a litter pick and be sure to wash your hands afterwards and use the right tools to pick things up.

Are you doing this activity as part of your Wild Challenge? Take a look at your progress and go for gold! The RSPB website is packed with lots of great nature activities you can have go at. Feeding birds, building a minibeast hotel or counting your wild miles.... children can even join the RSPB and get a regular nature magazine, free gift and loads of fun ideas.



Kestrel Rescue



Thanks to Dean Trowbridge, Assistant Quarry Manager, and team at Angerstein Wharf for spotting this injured Kestrel on site and taking it to the vets.

Feathers crossed it will be OK and on the mend soon....

Halton Haven Hospice Donation



CEMEX have donated 450 facemasks and 20 litres of hand sanitiser to the Halton Haven Hospice after it had been brought to our attention via employee Danielle Allen, External Sales Representative – Local Asphalt, that they had been struggling to get hold of them.

Danielle highlighted all the amazing support they have given to those that have needed it and we are very grateful to services like these that provide care to patients and close loved ones during a very difficult time.

If you would like to make a donation to Halton Haven Hospice, please visit:

<https://www.justgiving.com/haltonhavenhospice>

BEING THE BEST FOR EMPLOYEES

Thanks For Your Effort Winners May



Congratulations to Mark Lawton, Tony Limer, Nathan Shipstone and Gary Bresnahan - Night Shift Operatives both Maintenance and Finished Products departments at Aggregates, Dove Holes quarry - for reacting to an emergency where a security guard was having a heart attack.

The Operatives showed teamwork and a collective calmness in reassuring, comforting and treating the poorly person. Mark, lead hand and first aider, took control of the situation instigating the site emergency procedures to ensure that medical help was summoned, and that Tony was present to meet the ambulance. The security guard was treated as a responsive casualty with chest pains and was monitored using first aid knowledge and the onsite defibrillator which had been attached.

Luckily for the casualty the CEMEX Operatives had reacted quickly and safely with real purpose and endeavour which meant he was able to get to hospital alive where he was to have two stents fitted.



Thanks For Your Effort Winner June



Peter Dick, HGV Driver Logistics East Anglia, is the winner for June for responding to a cry for help by a member of the public, by stepping in to save her from potential harm.

Peter left Wangford quarry on route for his next delivery. As he exited the quarry he encountered a local on a bike. They stopped for a brief chat and the local told Peter there was a lady further up the road on a bike and he should be careful. Peter continued his journey keeping an eye out for the

lady but there was no sign of her anywhere.

He suddenly heard cries for help so stopped his truck to see what was happening. The lady in question was down a bank and stuck in mud up to her knees. Peter donned a face mask and gloves and descended the bank to assist her. She was shaking and unable to move her legs. Peter tried to calm her and asked her to grab his wrists and he would attempt to free her, but she was stuck too firmly to be pulled out this way.

Peter then asked her to put her arms around his neck and he would put his arms around her and drag her out. This worked and Peter got her to the bank safely. The lady apparently had seen some wildflowers and had tried to pick them when she stumbled into the mud. Peter calmed her down and offered to take her back to the quarry to make her a drink and get her composure back. She declined as she lived locally just passed the quarry. After a chat she left the scene to return home and Peter returned to his lorry to continue his work.

Thanks For Your Effort Nominees May and June



Well done and thank you to all colleagues who have been nominated for a May or June Thanks For Your Effort Award. You are all fantastic and we really appreciate your extra effort. The nominees were:

Lucy Enright, Asphalt Internal Sales. Lucy went above and beyond helping with a last minute emergency request from a customer. The customer changed materials at 7 in the evening and Lucy kindly agreed to log in and add the material to the contract, saving 200t worth of manual tickets and potentially long delays on the job. Another customer did a similar thing on a Sunday - Lucy again logged in and helped the team add the

material to the contract. Both customers were really pleased with how quickly we were able to react out of hours.

Bulk and Packed Cement Planning and Customer Service team: Supply Chain Rugby. Since the pandemic started back in March both teams have been working at home under very tricky circumstances. A number of the team have been in and out of furlough, but they have all managed to keep focused and have really done an amazing job. They have kept the service to our customers at a very high level and kept the impact of Coronavirus to a minimum. Each and every member of the team has pulled together (while working from home) and done a fantastic job.

Terry Gent, Wharf Manager, Brighton and Leamouth, South Coast Materials. Terry has recently been extremely helpful to the Isle of Wight Aggregates JV business. He vacated the General Manager role on the island at the start of the year but has still offered guidance and support to the new General



Manager since then, including assisting with Health & Safety and Environmental Audits and helping remotely during the pandemic. Recently, Terry dropped what he was doing and assisted with checking urgent quotations for essential repairs to the crusher on the IOW wharf – something we need really needed Terry's expertise on and could have resulted in downtime and further costs had he not intervened.

Ken Hunter 30 Years



Many congratulations to Captain Ken Hunter, Master Mariner, who works as Fleet Marine Manager for CEMEX UK Marine.

Ken recently celebrated working for CEMEX for 30 years.

Kurt Cowdry, Director of Marine Aggregates, commented: "Ken is an expert in his field. As a 'Master Mariner' his support to me, his colleagues within CEMEX and Industry Bodies, including The Chamber of Shipping and BMAPA, has been invaluable."

Thank you Ken for all your hard work over the years.

Back to Offices – Update on Progress



Work to prepare our main UK offices for a safe, gradual return according to business need continues. Below is an update on progress from locations across the country, with some further detail about the next stages once work is complete.

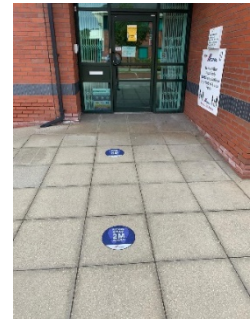
Rugby Office

- The decluttering at Rugby is very nearly complete:
 - 1st floor will be finished this week
 - The Marketing team have cleared out their areas on the 8th floor
- The 5th floor declutter will be carried out as part of a larger clear out of archive materials once the divestment to Breedon is finalised. It is anticipated this will be complete by the end of August.
- Once the declutter is finished, certain teams will be reallocated to different areas of the building to ensure they have a suitable space. These teams are being communicated with and work is underway to get their new locations ready
- The Perspex for the screens in reception and on desks has arrived. The reception screening will be installed this week, and work on the desks throughout the building will start at the end of this week/early next
- Additional exit signage for the lift reception area has been ordered, to ensure people know which way they need to exit the building



Other Offices

- Preston Brook:
 - Physical distancing signage is now in place
 - Perspex screens due to be installed on desks in early August
 - Final housekeeping to be completed e.g. cable tidying
- Decluttering almost finished at Egham and surplus filing cabinets being removed for use elsewhere
- Stockton decluttering has finished



Next Steps

As part of the next stage of preparation, a 'return to office trial' is being held at the Rugby office for two weeks in mid-August. The 4th floor will be participating in this trial, and all those involved have been communicated with. This two-week period will test if 50% occupancy at offices is practical and highlight any pressure points / potential issues to be overcome.

However, it is important all employees are aware that this trial does not mean a return to offices is imminent – no one will return before the start of September at the very earliest. Any potential return will be phased and gradual, at a reduced capacity, according to business need. It will also be dependent on Government advice and national Coronavirus statistics, particularly considering concerns about a second wave.

The safety of employees remains our number one priority and the offices will not be reopened until the time is right. We ask all employees to continue to be patient, and work remotely as they have been doing until we advise otherwise.

COVID-19 SharePoint for Employees



A dedicated Coronavirus SharePoint is 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 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
079-07-2020	Operative	Building Products – Concrete Products	Northfleet - Floors	03/08/2020
080-07-2020	Weighbridge Operative	Materials UK North	Dove Holes Quarry	07/08/2020
081-07-2020	Plant Manager	Materials UK South	East/South London Area	14/08/2020

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

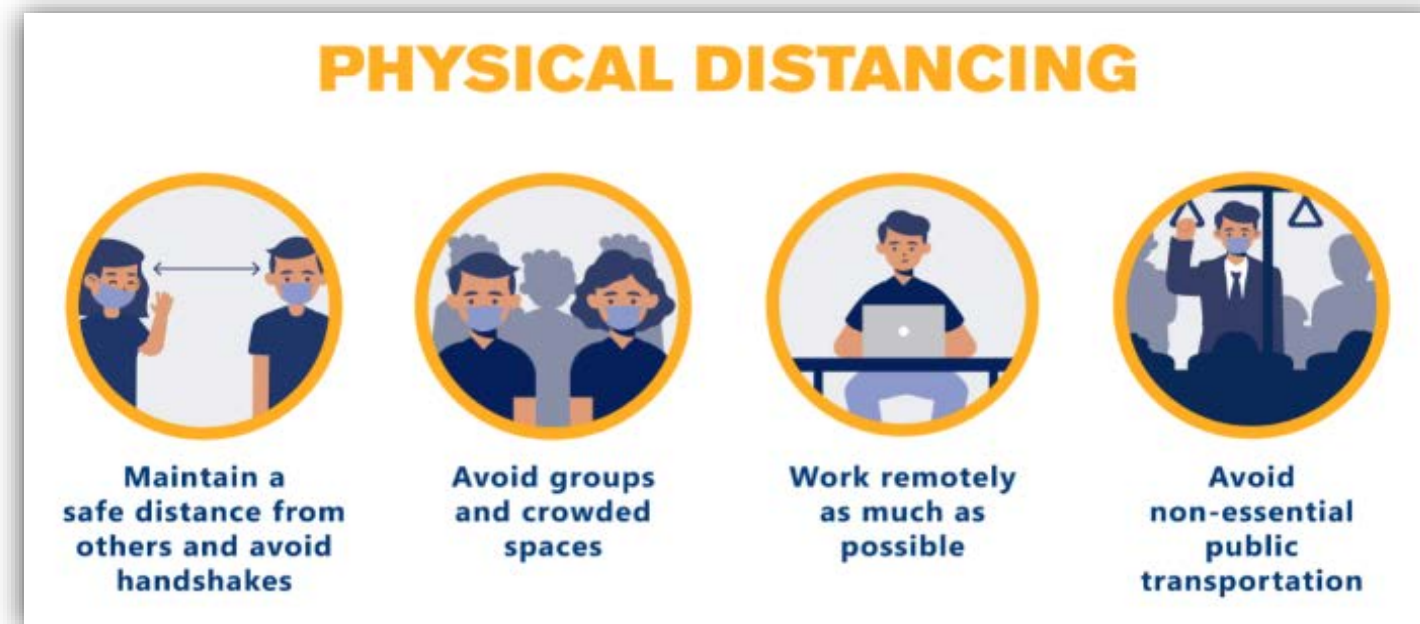
If you can, please include a photo too (taken in super fine landscape setting and saved as a jpeg.) Thank you.



GLOBAL COVID-19 ALERT

INCIDENT DETAILS

A contractor at an aggregates quarry was commuting to and from work each day on public transport. At the end of his shift one day, he noticed he was starting to feel unwell with a fever, excessive sweating and a headache, so he decided to go to the local Doctor to get checked out. The Doctor diagnosed a throat infection and he was recommended to rest for 3 days, but during this period he was feeling no better and went to see another Doctor who made additional checks and then concluded he was 'suspected' to have COVID-19. Over the next few days his health deteriorated, and he was finding it difficult to breath. After being admitted to a hospital, his condition became worse and he needed oxygen to breath. Sadly, the contractor passed away 1 day later. While COVID-19 was not officially confirmed, it remained as the suspected cause.



KEY FINDINGS

- The contractor's commute from home – work – home was on the local bus, potentially exposing him to people with the virus.
- It was also identified the contractor had continued to carry out his normal social life after work, visiting restaurants and friends with his family.
- The protocol for checks when leaving the site was not effectively implemented, although the contractor did report his symptoms to the site manager
- The contractor needed to consult with different Doctors, and he found it challenging to find a hospital with availability, all of which created a delay prior to his treatment.

MANAGERS – KEY POINTS TO CHECK

- Our Behaviors that Save Lives campaign has been communicated to all employees and contractors with regular promotion of the requirements, which includes the need for physical distancing and how to protect yourself/others.
- People are aware of the need to report COVID19 related symptoms or when they have been in contact with a positive/suspicious case.
- Advice has been provided about avoiding public transport where possible, or minimizing its use to off peak times
- Case management for positive cases is in place and includes the need for contact tracing, testing and quarantine processes.
- Proper medical attention is available for people who become infected and develop symptoms.

ALL PERSONNEL – ACTIONS TO TAKE

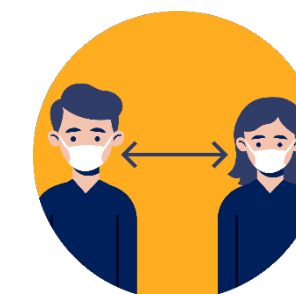
- Always self isolate and inform your supervisor immediately if you develop COVID-19 related symptoms or if you have been in contact with a positive/suspected case
- Avoid public transport if it's possible to do so, but if it's unavoidable, always maintain physical distancing (at least 2 meters), wear your face covering and gloves and follow the correct cleaning and personal hygiene practices
- Follow the government rules and guidelines when it comes to restrictions about socializing. The requirements are there to protect you, your family and others.
- Remember, our 4 Key Behaviors that Save Lives are not just for the workplace. Always follow them at home and in your other day-to-day activities as well!



Identify and Inform



Personal Hygiene



Physical Distance



Protect yourself & Others

GLOBAL COVID-19 ALERT

INCIDENT DETAILS

A contractor, who was a sales representative, noticed that he was starting to experience a dry cough, sore throat and runny nose. He reported this to his supervisor, who asked him to go into isolation at home. Over the next few days his symptoms persisted and then became worse, with added breathing difficulties, so he went to see a medical specialist who referred him to be hospitalized for oxygen support. A test result confirmed he was positive for COVID-19 and he was transferred to another hospital. Unfortunately, his health condition deteriorated requiring him to be admitted into intensive care where he was intubated. He remained hospitalized for the next 23 days, experiencing ups and downs with his condition, but sadly he then passed away.

Watch the **Behaviors that Save Lives**
video - Family



You can scan QR Code
with your mobile phone
or click on the following
link:
<https://cmx.to/3eMcOo1>



KEY FINDINGS

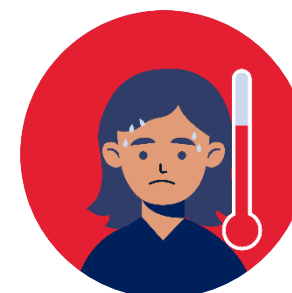
- The contractor used public transport to commute to and from work.
- The contractor's partner was also tested positive for COVID-19 and it's believed his partner may have been the first to have the virus.
- The investigation team concluded the most likely source of infection was outside the company facilities (public transport, home, etc.)
- The contractor visited different doctors and had to be transferred to a different hospital to provide additional treatment once beds became available.

MANAGERS – KEY POINTS TO CHECK

- Our 4 key Behaviors that Save Lives are effectively communicated and regularly promoted to all employees and contractors.
- Additional efforts are being made to engage with family members on the Key Behaviors as well, to support them and to help avoid the potential for contagion in the home and through social occasions.
- Employees and contractors are encouraged to use their own transport and avoid public transport as much as possible, especially during peak times.
- The availability of local medical support is monitored to help provide advice, as needed, to our employees and contractors.

ALL PERSONNEL – ACTIONS TO TAKE

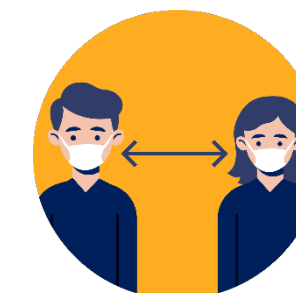
- Whenever possible, avoid using public transport for your commute, especially during peak times.
- If public transport use is unavoidable, always apply the relevant elements of Key Behaviors e.g. physical distancing, use a face mask/cover, wear gloves/wash your hands and disinfect personal items
- Inform your supervisor and isolate immediately if you have developed any COVID-19 symptoms or if you've been in contact with a confirmed/suspected case.
- If family members in the same household are ill set up an area where they can safely isolate themselves – tell your supervisor and self isolate as well
- Always follow our 4 Key Behaviors that Save Lives!



Identify and
Inform



Personal
Hygiene



Physical
Distance



Protect Yourself
& Others