



Welcome to UK News 10th Sept 2020
your weekly update from around CEMEX UK

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BEING THE BEST FOR FAMILIES

Update on Remote Working



As the RRT continues to monitor the ever-changing situation with the Coronavirus pandemic, we continue to evaluate our plans for re-opening our main UK offices, which we previously communicated via the below infographic.

Taking into consideration feedback from trials thus far, the increase in localised outbreaks and risk of colds and other illnesses as we move into the autumn/winter period, we do not currently foresee a general return to the offices before the year end. This will however be kept under constant review and some people will be required to work from the offices where there are specific business needs or special circumstances, and always with prior authorisation from the RRT.

If you have been working remotely please continue to do so. If you have any questions, speak to your line manager or a member of the Health & Safety team.

Mask and Move Policy for all..



Bearing in mind current infection rates across the country and following feedback from the ongoing return to office trials, please be aware that we are now implementing a “Mask and Move” policy.

This means that all staff in shared office areas are asked to wear a face covering whenever they are away from their desk/workstation.

This will apply to all office environments, including hub and site offices, weighbridges, etc. and will be enforced from Monday 14th September, for everyone (other than those who

would normally be exempt from the mandatory wearing of face coverings under government guidelines.)



If you have any questions or concerns, please speak to your line manager who will seek advice from the Health & Safety team as required. Remember to report any symptoms you might have as soon as you have them to your line manager.

Identify Symptoms and Inform



Fever higher than
37.3 °C / 99.1 F°



Cough



Shortness
of breath



Feeling ill

It's too easy to rush....



Please use this poster in your workplace to highlight the risks of rushing. Whilst it's easy to be in a hurry when the customer wants their product, it is never worth compromising safety.

This poster highlights a real event which happened when one of our mixer trucks rolled away into someone's front garden, luckily no one was injured.

Please ensure you talk about safety with your colleagues to keep everyone safe.

STEP IN and **LOOK AFTER YOURSELVES AND EACH OTHER.**



Fit 4 Life European Calorie Burn Challenge....



Summer's over – time to exchange the flip flops and beer for trainers and smoothies...Whatever your level of fitness you can join in the CEMEX Europe fit 4 life challenge. All you need to do is to upload the endomondo app to your phone (it will sync with any fitness app you might already use) and it will record the amount of calories you burn whilst doing any exercise. Then join up via this link : <http://www.endomondo.com/challenges/44592811>. It is open to any CEMEX employee.



Any activity is better than none so whether you are an ultra-marathon runner or just taking your first steps away from the sofa, sign up and join a friendly community of colleagues all trying to get a little healthier.

The European supply chain team are challenging you to join in the pan European group to see if we can collectively beat the summer total of 2.11 million calories burned. To make it more competitive



there are three prizes up for grabs – wireless Xiaomi headphones, cyclist toolkit, LED light shoe attachable for runners.

Please email: jacek.adamowski@cemex.com if you have any questions and join up via this link : <http://www.endomondo.com/challenges/44592811>

You don't have to be Mo Farra or Paula Radcliffe to take part, just put one foot in front of the other. Remember:

Walking is a form of exercise that can significantly improve your physical and mental health. Not only can it extend your life and prevent disease, but it can also boost your energy and mood.

Studies show that if you walk regularly and quickly enough, it could be the only aerobic exercise you need to keep your heart and lungs healthy. It's also accessible, easy, and free.

120/80 - It's know your numbers week



Do you know your blood pressure??? It's really important to know if your blood pressure is normal or not so you can take action early. This week blood pressure UK is encouraging everyone who doesn't know their numbers to get a test. 1 in 3 adults in the UK have high blood pressure and 1 in 2 don't know they have it or aren't doing anything about it.



Because high blood pressure usually has no symptoms, the first sign of it could be a heart attack or stroke. It can cause kidney disease, dementia and other illnesses too. But these tragedies can be prevented with medications and lifestyle changes.

Here's some numbers from their website for you to digest in the meantime:

- **£2.1 billion** - that's how much high blood pressure costs the NHS every year.
- **1.5 million** people have had a free blood pressure check during our annual [Know Your Numbers! Week](#), the UK's biggest blood pressure testing and awareness event.
- **120/80** - An ideal blood pressure is under 120/80mmHg. Do you Know Your Numbers?
- **350** - Every day in the UK, 350 people have a stroke or heart attack that could have been prevented. [See why Know Your Numbers! is needed.](#)
- **6 million** people in the UK have high blood pressure and don't know it. Could you [get involved and help us find them?](#)

We believe every adult in the UK should know their blood pressure numbers in the same way they know their height and weight. When you Know Your Numbers! you can take steps to look after your blood pressure and lead a long and healthy life. So please take a moment to get to know yours... You can actually buy a blood pressure monitor from the likes of Amazon for about £20 if you can't make it to a station near you due to COVID buy one for you and your family and friends.



BEING THE BEST FOR CUSTOMERS

Moving our center of gravity towards our customers



Take part in the 2020 Superior Customer Experience Awards...Here is a message from our CEO Fernando Gonzalez explaining our focus:

Dear Colleagues,

Every day, we strive to improve, to innovate, and to be recognized as the company within our industry that offers the best experience to our customers. Even in these challenging times, we continue to move our center of gravity towards our customers, taking our Health and Safety responsibilities very seriously, and the need to safeguard employees and customers will always remain a top priority.

Our teams have quickly adapted to the challenges of the COVID-19 pandemic, and we are committed to continue delivering a Superior Customer Experience under new circumstances. We have adopted our new protocols and Behaviors that Save Lives to protect our employees, communities, and customers from the risks COVID-19 presents.

We continue to serve our customers and operations responsibly, have increased our remote digital interaction, virtual service centers continue to operate, and with our CEMEX Go platform, we are uniquely positioned to protect not only our workers but also our customers by allowing us to continue our sales, our payments and our customer service operations in a virtual and safe manner that eliminates any risk of virus transmission.

And we are also sharing our protocols, best practices, and new ways of working with our customers, reducing risks across the whole value chain.

These extraordinary efforts and commitment merit recognition. I am proud to announce that we will open the 2020 Superior Customer Experience Award in the next days. This will be the second year we recognize our teams for their accomplishments and dedication to shift our center of gravity towards our customers.

In the 2020 edition of these awards, we will recognize business units for their continuous improvement across three categories: Net Promoter Score Best practices, CEMEX Go Orders Adoption, and the Best Initiatives Implemented. You will soon receive more details about the local awards from your Customer Experience offices.

I invite you to take part in this excellent program and look forward to congratulating our 2020 award recipients.

Please continue to stay safe,

Fernando



Stay on top of customer service trends.



Giving customers the services which they want most at the right time is crucial to keeping their custom and growing their spend with us. Key to this is understanding what the customer experience means for our brand and how to improve customer satisfaction.

Find out more about this topic and deepen your knowledge of trends and data analysis by attending a webinar with leading experts in the field, organised by the customer experience team on Thursday October 1st at 10:00am CET.



SESSION 1
10:00 - 11:00 (CET)

CUSTOMER EXPERIENCE INSIGHTS
Dorota Banaszak

Customer Experience Planner at Central Planning Hub IKEA, Sweden. Public speaker. Holds an International MBA from EADA Business School. SWPS University of Social Sciences and Humanities lecturer.



SESSION 2
11:30 - 12:30 (CET)

DATA ANALYSIS
Janina Bąk

Statistics hero at Trinity College Dublin. Public speaker. The video of the speech she gave at TEDx has over 105,000 views. She trained employees of companies like Nestle or T-Mobile.

To sign up follow this link:

https://cemex.zoom.us/webinar/register/2115986177242/WN_AuAtDQBgQQ-y6oomZpb40w



BEING THE BEST FOR SHAREHOLDERS

CEMEX invests US\$280 million to improve air quality around the world



Following up on the celebration of the United Nations *International Day of Clean Air for blue skies*, CEMEX reaffirmed its commitment to the goal of improving air quality in cities and surrounding areas. CEMEX has invested over U.S.\$280 million since 2013 in technology to measure, control, and mitigate the gas and particle emissions in its operations. Through this continuous investment, the company has introduced international standards consistent with the world's strictest emissions regulations throughout its operations.

As a result, by the end of 2019, CEMEX achieved significant emissions reductions when measured against its 2005 baseline, the year when the company initiated its investments to improve its air quality. As of December 31, 2019, CEMEX has reduced dust emissions by approximately 90%, sulfur emissions by (SO_x) almost 60%, and nitrogen oxides (NO_x) by close to 50%.

"Currently, 95% of our cement plants have an ISO 14001 certification, which confirms our commitment to the most rigorous environmental standards, while 97% of our production facilities have already implemented a continuous monitoring system for the principal air pollutants. These systems are designed to allow us to adjust in real-time, seeking to ensure that we always comply with the limits established under the world's strictest regulations. The COVID-19 pandemic reminds us once again of the importance of clean air and blue skies to our health and wellbeing. This explains our commitment to continue investing in mitigating our emissions in every one of our operations in the world," said Fernando A. Gonzalez, CEO of CEMEX.

"Commemorations such as "International Clean Air Day for blue skies" remind us all, especially global leaders, of the enormous responsibility we have to safeguard natural resources and protect the environment for the benefit of present and future generations," added Fernando A. Gonzalez.



BEING THE BEST FOR COMMUNITIES

Wear it Pink – Help Needed!



For many years, CEMEX UK has supported Wear it Pink in October. This year, we are still keen to raise money for Breast Cancer Now but will need to explore new fundraising ideas that take into consideration the remote working situation many employees are currently experiencing. We want to involve as many of the UK team as possible, whether you are working on site or from your dining table!

If you have any ideas for fundraising activities we would love to hear them, no matter how big or small – please contact impact@cemex.com

We'll be launching the Wear it Pink fundraising day plans over the coming weeks – watch this space!

What actions are you taking?



It's a great time to embrace the renewed appreciation for the world around us and work together to build the future we want to see. It's time to take #ActionsForNature. Join in with the RSPB's campaign to inspire other to do their bit for nature too. It would be great to see some entries from CEMEX UK sites as well as from your own lives...

Whether you feed your neighbourhood wildlife, lobby your MP, write a protest song or eat less meat and dairy, the RSPB would love to know what actions you're already taking for nature – big or small. Take a photo or video and share it with us. By sharing your actions you can help to inspire others to do their bit too, and create a positive movement. You can use the form below, or upload it on twitter/social media using #ActionsForNature <https://www.rspb.org.uk/get-involved/actions-for-nature/>



Concrete Industry outlines '2050 climate ambition' to tackle global challenge



Forty of the world's leading cement and concrete companies recently unveiled a joint industry '2050 Climate Ambition'. The ambition statement demonstrates the commitment of the industry across the globe to drive down the CO2 footprint of the world's most used man-made product, with an aspiration to deliver society with carbon neutral concrete by 2050. There is a video link here if you'd like to find out more: <https://gccassociation.org/climate-ambition/>

Launched by the Global Cement and Concrete Association (GCCA) on behalf of its member companies, the ambition statement represents a critical milestone for the industry. It is the first time it has come together globally to state a collective ambition for a carbon neutral future. The statement identifies the essential levers that will be required to achieving carbon neutral concrete, including: reducing and eliminating energy related emissions, reducing process emissions through new technologies and deployment of carbon capture, more efficient use of concrete, reuse and recycling of concrete and buildings, and harnessing concrete's ability to absorb and store carbon from the atmosphere.

The climate ambition builds on the longstanding climate commitments and sustainability progress of GCCA member companies and affiliate associations across the world, setting out a global vision for the long-term sustainability of concrete, the vital building material that has shaped the modern world.

Dinah McLeod, GCCA Chief Executive said: "As we face the challenges for future generations and begin global economic recovery, concrete will be even more critical to building the sustainable world of tomorrow. That's why we are making this commitment today, in order that our crucial industry aligns with global targets, including the Paris Agreement.

The concrete and cement industry is a key part of the construction sector – which accounts for 13% of global GDP – with a track record of taking climate action. This has included delivering a 19% reduction in CO2 emissions per tonne of cementitious material along with a ninefold increase in alternative fuel use since 1990.

As the world deals with the impact of the COVID-19 health crisis, the construction sector is playing an important role in economic recovery. The GCCA's climate ambition statement demonstrates its commitment to helping build a more sustainable and safer future – recognising that the world needs cleaner and greener infrastructure.

More on the Climate Ambition 2050 and the 2050 Concrete Roadmap can be found on the GCCA [website](#).

"Climate change is one of the main challenges of our time. Our commitment to sustainability is one of our Association's fundamental pillars because we believe it is essential to create lasting value in society," said Fernando A. Gonzalez, CEO of CEMEX. "We aim to build a better, more sustainable future, leveraging in our industry's commitment and experience."

About the GCCA:

Launched in January 2018, the Global Cement and Concrete Association (GCCA) is dedicated to developing and strengthening the sector's contribution to sustainable construction.



BEING THE BEST FOR EMPLOYEES

Stay Vigilant for Cyber Crime



The battle against cyber crime persists, this week in the form of several attempts by telephone callers purporting to be from BT Openreach; allegedly wishing to conduct checks on the recipients router.

This MO is not new and has been the means of contact to CEMEX staff on several previous occasions. On this occasion one of the calls was received from a number recorded as 0012107611940BUT PLEASE REMEMBER... sophisticated scams can be made

to appear to originate from any number. This can be the number that shows as an incoming call, or especially, as an incoming SMS text. Scam texts can even be inserted to an existing conversation record on your device!

Never respond directly to an unsolicited text, call or email...however tempting. Please do 'the hard yards' and go the long way round...hang up...research the correct customer helpline number and make your own return call to the number publicised.

Cyber enabled crime remains the global #1 threat to CEMEX business. More advice can be found on the Cyber Security and Information Security Culture Groups - feel free to sign up and thank you for your continued vigilance.

Changes To Fuel Mileage Rates



The fuel rates for business mileage have been updated effective 1 September 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 From 1 Jun 2020	Rate From 1 Sep 2020
Petrol	1400cc or less	10p	10p
	1401cc to 2000cc	12p	12p
	Over 2000cc	17p	17p
Diesel	1600cc or less	8p	8p
	1601cc to 2000cc	9p	10p
	Over 2000cc	12p	12p

gb.fleet@cemex.com



New travel management company



CEMEX UK will transition to a new travel management company – CWT™ – from Monday 5th October 2020. If you travel for business you must register on the new system as soon as possible.

What does this mean?

- From Monday 5th October 2020, all advance accommodation and travel, both in the UK and internationally, **must** be booked through the CWT travel program
- CWT is available online via a desktop platform (<https://travel.mycwt.com/>), as well as using a mobile app. There is also a telephone booking line.
 - You can book travel including flights and trains, as well as accommodation via the booking line. For digital methods you can book accommodation only.
- CWT is separate to the Concur expenses management system and should be used alongside it. The travel facility within Concur will not be activated.
- The platform is available now, and can be used for any hotel or travel bookings you make this month – giving you an opportunity to get used to the program before the transition date in October.

All CEMEX employees who travel for business must register for the myCWT platform as soon as possible via <https://travel.mycwt.com/> or by searching myCWT on the app store. As part of this, you must update your profile to include your contact information (including phone number) and credit card

Why are we moving to this new program now?

- The use of CWT offers UK employees increased security benefits, similar to those previously offered by the Global Security Centre:
 - When bookings are made through CWT employees will receive travel safety advice as well as bespoke messages from CEMEX, plus a direct link to the services of International SOS.
- CWT also achieves cost savings as better pricing and service with suppliers can be negotiated when all bookings are made through one system.
- While the Coronavirus pandemic has greatly impacted business travel and we understand many of us will not need to use this platform currently, we wanted to give everyone plenty of notice to sign up and test CWT before all bookings must be made through the system.
 - In particular, whilst business travel overseas is restricted, some employees still need to travel throughout the UK and stay overnight where there is a specific business need.
- This system is an important way to ensure safe and efficient travel as we gradually return to business as usual.



Snap Up Some September Savings

SEPTEMBER OFFERS
Great discounts on big brands

Wow! Check this out!
Wickes
However big your DIY project may be, Wickes will have you covered! Shop their range of products and save 10% when you buy or top-up a reloadable card.
SAVE 10%

wilko
Whether it's a new range of products or a new range of products, Wilko will have you covered! Shop their range of products and save 6.5% when you buy or top-up a reloadable card.
SAVE 6.5%

HOSEASONS
With your instant top-up card, you can get the best prices on all your garden products. When you top-up, you'll get the best prices on all your garden products.
SAVE 10%

cottages.com
Pick your dream holiday home with Cottages.com and save 10% when you book using your reloadable card.
SAVE 10%

M&S
Shop, eat, drink, and more! M&S has everything you need for your home and garden. Shop your M&S favourites and save 8% when you buy or top-up a reloadable card or purchase an instant eVoucher.
SAVE 8%

halfords
Whether you're looking for a new range of products or a new range of products, Halfords will have you covered! Shop their range of products and save 10% when you buy or top-up a reloadable card.
SAVE 10%

Want to find out more?
Visit: www.cemexplifestyle.co.uk
Call: 01908 303531

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The CEMEX lifestyle site continues to offer some great savings to CEMEX UK employees. Have a look at the new September offers:

- Save 10% at Wickes
- Save 6.5% at Wilko
- Save 10% at Hoseasons holidays
- Save 10% at Cottages.com
- Save 8% at M&S
- Save 10% at Halfords

Go to www.cemexplifestyle.co.uk or call 01908 303531

These are great money saving opportunities and can either be used with the reloadable card, using an instant eVoucher or the pre-discounted website (each offer will use one or more of these.)

For purchasing eVouchers on the move, don't forget you can also download the 'Discounts by Sodexo' app from the App Store or Play Store. Whether you're ordering an eVoucher

whilst waiting in line at the supermarket or before you pay for your bill at a restaurant, it's never been easier to grab a discount and save yourself money.

Please see the poster for this and the £250 competition, at the end of this pdf or in the download section of UK News website to display on noticeboards: www.cemexuknews.co.uk/downloads

Spot the Ball £250 Competition

UP FOR A CHALLENGE?
KEEP YOUR EYE ON THE BALL

HOW ARE YOUR PERCEPTION SKILLS?
We'll be hiding a cartoon sports ball in one of our offer emails each week throughout September. Your task is to spot it and submit your entry via your Employee Benefits Platform for a chance to win £250.

DON'T MISS OUT!
Log in or sign up to your Employee Benefits Platform today, and make sure your preferences are set to receive our emails under 'My account/Your preferences'.

Want to find out more?
Visit: www.cemexplifestyle.co.uk
Call: 01908 303531

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To celebrate the return of the Premier League this September, we're running a sports-related competition called 'Keep your eye on the ball' – a test of your perception skills!

We'll be hiding a cartoon sports ball in one of our offer emails each week, your task is to spot it and submit your entry via your Employee Benefits Platform for your chance to win £250. We'll be giving away £250 in the prize draw each week, so you've got 4 chances to enter.

If you don't currently receive our offer emails, sign up now so you don't miss out. Or, if you're already signed up to your platform but don't currently receive the emails, go to the 'My account/Your preferences' section and tick the 'Yes please, keep me up-to-date with your offers and services via email' option.

www.cemexplifestyle.co.uk



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 Rob Greenfield for a nomination form. rob.greenfield@cemex.com

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.



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DON'T MISS OUT!

Log in or sign up to your Employee Benefits Platform today, and make sure your preferences are set to receive our emails under 'My account/Your preferences'.

Want to find out more?
Visit: www.cemexlifestyle.co.uk
Call: 01908 303531



Full terms and conditions apply – visit your benefits website for full details



SEPTEMBER OFFERS

Great discounts on big brands



Wow! Check this out!

Wickes

However big your DIY project may be, Wickes will have you covered. Shop their range of products and save 10% when you buy or top-up a reloadable card.

SAVE 10%



wilko

Discover a wide range of products at Wilko from household cleaning, gardening supplies, games & toys and much more and save 6.5% when you buy or top-up a reloadable card.

SAVE 6.5%



HOSEASONS
By Wyndham Vacation Rentals

Find your perfect self-catering staycation with Hoseasons and save 10% when you book using the pre-discounted website.

SAVE 10%

cottages.com

Enjoy an amazing UK escape with Cottages.com and save 10% when you book using the pre-discounted website.



SAVE 10%

M&S
EST. 1884

Shop clothing, home, beauty, food and gifts at M&S and save 8% when you buy or top-up a reloadable card or purchase an instant eVoucher.



SAVE 8%

halfords

Find all your cycling essentials from top brands at Halfords and save 10% when you buy or top-up a reloadable card or purchase an instant eVoucher.



SAVE 10%

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Visit: www.cemexlifestyle.co.uk
Call: 01908 303531



Full terms and conditions apply - visit your benefits website for full details

