



Welcome to UK News 8th October 2020
your weekly update from around CEMEX UK

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BEING THE BEST FOR FAMILIES

It's as Easy as 1,2,3,4!



LOOK OUT FOR OTHERS:
Follow the Four Behaviours to
Prevent the Spread of Coronavirus



CARL PLATT
Director of Asphalt, Paving, and Building Products for Europe

- 1 IDENTIFY SYMPTOMS AND INFORM
- 2 PERSONAL HYGIENE
- 3 PHYSICAL DISTANCING
- 4 PROTECT YOURSELF AND OTHERS

The RRT have produced these snappy posters to remind everyone of the behaviours we all need to follow to stop the spread of COVID 19. Pick a poster which suits your team and please get plastering! Why not stick one on the fridge at home if you aren't in the office or on site?!

1. Identify symptoms and inform
2. Personal hygiene
3. Physical distance
4. Protect yourself and others

Look out for others and yourselves...please follow these four things.



LOOK OUT FOR OTHERS:
Follow the Four Behaviours to
Prevent the Spread of Coronavirus



LEX RUSSELL
Managing Director, UK Materials

- 1 IDENTIFY SYMPTOMS AND INFORM
- 2 PERSONAL HYGIENE
- 3 PHYSICAL DISTANCING
- 4 PROTECT YOURSELF AND OTHERS



LOOK OUT FOR OTHERS:
Follow the Four Behaviours to
Prevent the Spread of Coronavirus



PHIL BAYNES-CLARKE
Director of Cement Operations, UK

- 1 IDENTIFY SYMPTOMS AND INFORM
- 2 PERSONAL HYGIENE
- 3 PHYSICAL DISTANCING
- 4 PROTECT YOURSELF AND OTHERS



LOOK OUT FOR OTHERS:
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ANDREW TAYLOR
Health & Safety Director, France & UK

- 1 IDENTIFY SYMPTOMS AND INFORM
- 2 PERSONAL HYGIENE
- 3 PHYSICAL DISTANCING
- 4 PROTECT YOURSELF AND OTHERS



LOOK OUT FOR OTHERS:
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DAVE HART
Supply Chain Director - UK & France

- 1 IDENTIFY SYMPTOMS AND INFORM
- 2 PERSONAL HYGIENE
- 3 PHYSICAL DISTANCING
- 4 PROTECT YOURSELF AND OTHERS



LOOK OUT FOR OTHERS:
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STEPH HORN
UK VP Director

- 1 IDENTIFY SYMPTOMS AND INFORM
- 2 PERSONAL HYGIENE
- 3 PHYSICAL DISTANCING
- 4 PROTECT YOURSELF AND OTHERS



HELPING TO BUILD A **GREATER** BRITAIN

NHS COVID-19 App – Please Download It



A brief video and summary of the new NHS COVID-19 App can be seen on YouTube. **Look After Yourself, Look After Each Other.**

Please encourage family and friends to download it. The more people who use it, the better chance we have of beating COVID.

<https://www.youtube.com/watch?v=um0qeXj1hnw>

LTI and TRI Free Congratulations



To Peter Hunt and the Supply Chain Team in the Midlands for achieving 16 years LTI and TRI free.

Dave Hart commented: “A fantastic achievement through consistent and continued safety focus allied with the collaboration with the Materials and Urban Solutions teams.”

UK Building Products 1 Year LTI and TRI Free



Congratulations and brilliant work by the UK Building Products team in achieving one year LTI and TRI free.

Carl Platt commented: “This is testament to the hard work by the team over the year and during the pandemic. As we know, the nature of work done in Building Products can be at times very manual and challenging so this is especially pleasing.

Please keep up the good work as safety has no memory.”

Remember to get your Flu Jab.....



This year more than most it is important to get a flu jab. Save yourself from catching this year's flu and help the NHS and GPs to stay freer to cope with COVID cases this winter.

You can have your flu jab at a CEMEX office or reclaim the expense of having one elsewhere.

There are still jabs available at:



Site	Date	Booking link
Dove Holes – 1 day	12.10.2020	https://bit.ly/2FD5ijw
Rugby Cement Plant – 1 day	12.10.2020	https://bit.ly/33y9qd1
Stockton – ½ day	12.10.2020	https://bit.ly/3iBghsd
Rugby Cement Plant – 1 day	13.10.2020	https://bit.ly/35FSWSL
Northfleet – ½ day	13.10.2020	https://bit.ly/3mrLdgX
Preston Brook – ½ day	14.10.2020	https://bit.ly/3hJxpep
Rugby Office – 1 day	16.10.2020	https://bit.ly/3mulWS2

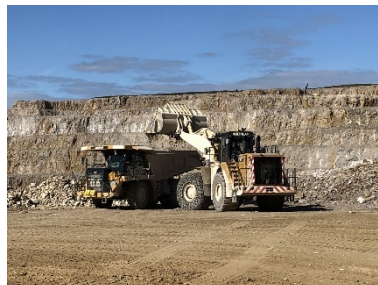
The flu vaccinations are available from a variety of retailers including Boots, Superdrug, Tesco and Asda but demand is expected to be high so plan in advance. Please keep the receipt for your vaccine so the cost can be reimbursed through payroll, by emailing the receipt with your details to:

gb-hrcentraladmin@cemex.com

Sharing Best Practice with the MPA



Andy Taylor, Health & Safety Director UK and France, picked a great day to show Tony Entwistle, the new MPA Health & Safety Manager, around Buxton Block plant and Dove Holes quarry.



Andy commented: “It was a credit to Paul Kania and Hayden Gill and their teams on the standards achieved and the good practices observed, including the robust COVID controls.

Thanks for looking after us!”

BEING THE BEST FOR CUSTOMERS

Liverpool Docklands Asphalt Plant and Preston Brook Shipping Team



CEMEX customer, Dowhigh, called the Liverpool Docklands Asphalt team to thank them for great service again today on a VIAFLEX job in The City.

Plant team member, Emma Housley, said: “This is a great news story for the Docks”.

However, the praise was not all one way as CEMEX Transport Planner, Chloe Turner, said: “Simon (on site) is the loveliest person to deal with ever and it’s nice to feel appreciated.”



It is great to see that not only is good service rewarded with positive feedback, but also shows why good relationships with our customers brings benefits throughout the supply chain.

Well done to the Docklands and Shipping teams for all their hard work.

UK Winners of Customer Experience Image and Slogan



Congratulations to the winners of the Customer Experience Image and Slogan competition which was part of the customer experience day on 1st October.

The winners were UK's Rhys Evans, Foreman, Raynes quarry (for the Slogan), and Laura Cortes Gomez from Spain (Image), with second place going to Isla Follis, age 13, from the UK.

They received a lot of applications and congratulations to all the participants for the ideas. We are glad that we have such creative employees!

BEING THE BEST FOR SHAREHOLDERS

More Operational Excellence to Celebrate.....



Another big 'Thank You' goes out to all of our teams for continuing to develop and implement their ideas that will help make CEMEX a safer place to work, with better quality and greater efficiency/effectiveness.

Mark Beagrie, Operational Excellence Leader for UK Materials, circulated this month's best ideas. Congratulations go to the Bramshill quarry team for their winning idea!

The ideas for this month's competition cover:

- Bramshill quarry – found a more economical way to strip 2020 excavation area resulting in saving around £23,000.
- Hatfield quarry – have added Rumble Strips as a quick and easy fix to removing excessive material build-up that would rapidly block up the wheel wash unit.
- Dove Hole quarry – installed a plate with seep holes to stop stone getting carried into the area when cleaning under the main bins and have to be hand shovelled away.
- Raynes quarry – following a serious accident where an electrician broke his arm, the site have replaced the pontoon and the pump with a hired unit complete with floats, improved the ground area around and laid a concrete base for the electrical control switches.
- East Leake quarry – installed a swing gate with a no entry sign and lockout facility to isolate so no vehicles can physically enter the area whilst cleaning/maintenance is in progress.



More Record Breaking Trains.....



It is fantastic to share with you all that we have safely loaded our 2 millionth tonne of Aggregates by rail... one week faster than 2019 in spite of the COVID impact on demand!

Dave Hart, Supply Chain Director for UK and France, commented: "This is an amazing performance achievable through the collaboration and teamwork between the Materials, Urban Solutions and Supply Chain teams, and is aligned with our strategy of growth using sustainable transport modes. Special thanks to the Dove Rail team and to Nicola Drabble, Tracey Millen and Nick Watson.

It's remarkable to think that 2 million tonnes by rail has saved over 100,000 road movements."

CEMEX Europe Announces 55% CO₂ Reduction Target by 2030

Dear Colleagues,

**NET
ZERO CO₂
CONCRETE
BY 2050**

I hope you are well and healthy. I want to share with you some exciting news about our continued progress in sustainability, specifically about our actions to address climate change, a key area we are focusing on to make CEMEX a more resilient and competitive company.

Tangible actions to mitigate climate change will clearly differentiate those organisations who only talk the talk, and those who actually deliver on their commitments. At CEMEX, we are clearly walking the talk. We are doing it in a systematic, comprehensive, and innovative way, both "inside the fence" with our own production processes, and "outside the fence" with the sustainable products and solutions that we are offering. And now, all our hard work is producing great results, providing our customers with additional reasons to make CEMEX the building materials company of choice, while we take better care of our planet.

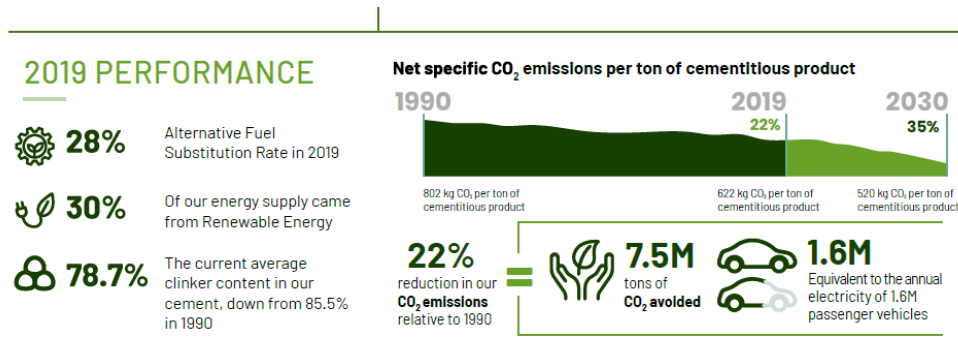
CEMEX ACTIONS



Carbon Trust, a prestigious, independent company dedicated to accelerating the path towards a low-carbon economy, has just validated our roadmap to achieve a worldwide 35% reduction of CO₂ emissions by 2030. This confirms not only our firm commitment to help mitigate the negative effects of climate change, but also that we are on the right track. As you know, the need to address climate



change has led to more strict sustainability requirements for building materials, particularly in Europe, where CEMEX has become the first company in the industry to announce a CO₂ emissions reduction target of 55% by the year 2030 for our operations in that region. By the end of this year we will be reaching a 35% reduction, ten years ahead of schedule versus our global target.



Let me highlight some specific examples of the exciting initiatives we are working on. **Vertua®** is our first carbon-neutral concrete, with a 30% to 70% lower carbon footprint than conventional concrete, and it can be certified as a carbon-neutral product through a compensation mechanism involving reforestation programs. This sustainable concrete is now being used in the construction of the U.K.'s H2S high-speed train, providing an extraordinary opportunity to showcase its unique qualities for many other large infrastructures and building projects around the world.

Another example is our decision to join forces, through CEMEX Ventures, with **Carbon Clean**, a leading carbon capture firm using cutting-edge technology. Its system will be pilot tested at one of our facilities early next year, and we are very excited about its potential to enable a much wider use of efficient, affordable, carbon capture technology.

We have also recently partnered with **Synhelion**, a Swiss-based company, to jointly develop a highly disruptive technology using solar energy in cement production, where the heated CO₂ becomes fuel, resulting in a process that can be carbon neutral. This innovative technology will be also tested at one of our facilities in 2022.

To lead the industry in mitigating climate change through concrete actions is certainly a very ambitious goal, but we are well prepared for it, as we're already making significant progress in several areas that will lead us to a stronger business positioning, and to additional competitive advantages.

As you can see, we're taking firm steps to make sustainability a key component of our path towards greater resilience, always aiming to create lasting value. Keep up the good work!

Best regards,
Fernando



Roadmap to Beyond Net Zero Launched



This week saw the launch of the MPA UK Concrete and Cement Roadmap to Beyond Net Zero. Download the roadmap from: www.thisisukconcrete.co.uk

The UK Concrete and Cement industry has developed a roadmap to beyond net zero by 2050 – removing more carbon dioxide from the atmosphere than it emits each year.

Launching the ambitious roadmap, UK Concrete, part of the Mineral Products Association (MPA), has identified that net zero can be met through decarbonised electricity and transport networks, fuel switching, greater use of low-carbon cements and concretes as well as Carbon Capture, Use or Storage (CCUS) technology for cement manufacture. The 'Roadmap to beyond net zero' calculates the potential of each technology and the carbon savings which can be achieved.

The Concrete and Cement industry has already taken considerable early joint action and due to investment in fuel switching, changes in product formulation, and energy efficiency including plant rationalisation, its direct and indirect emissions are 53% lower than 1990 - decarbonising faster than the UK economy as a whole.

BEING THE BEST FOR COMMUNITIES

Jamie's Shiny Truck!!



It's a family affair as Jamie Bynam, Southampton Plant Driver, prepares his truck for another charity truck show in the South in aid of the Royal Legion.

Jamie is a regular at the charity shows and next year they will be in aid of Hampshire and Isle of Wight Air Ambulance and Southampton General Children's Hospital.

Jamie had a selection of freebies from CEMEX and DAF which all went down well as he showed off his impressive wheels!



He enlists the help of his wife, Kelly, four daughters – Rebecca, Sophie, Chloe, and Emily – and the dog, 'Ginge', to help buff and shine up the truck so it looks sparkling in the sun....

Jamie explains: "I have also been responsible for seeking sponsorship from CEMEX for the Eastleigh South Coast Wheels Show, all this is possible thanks to my bosses Tim Street and Steve Kempton of Premier Mixer Hire who own the trucks I have taken to the shows."



Aoife's Bubbles Charity Swim



On Saturday 26th September, Annette Symonds, Monitoring Technician from the Egham office, and two swimming friends swam in the Swim Equinox event at Thorpe Lake (very close to our old Thorpe Office!) They are raising funds for the charity 'Aoife's Bubbles', which was set up to raise awareness of germ cell cancer in children. To find out more visit: <https://www.aofesbubbles.co.uk/>

Annette writes: "Many of you will know that my husband's granddaughter, Aoife, passed away aged only 3, last year, only a week after being diagnosed with germ cell cancer following several months of illness which

repeated visits to the doctors failed to pick up.

A charity has been set up (Aoife's Bubbles) in order to raise awareness of germ cell cancer, the hope being that other families are aware of the signs and children diagnosed much quicker giving them a better chance to fight this disease which, like many cancers if caught early enough, can be successfully treated. As well as raising awareness of germ cell cancer and acts of kindness to children suffering from cancer in Great Ormond Street Hospital where Aoife spent the last few days of her life, Aoife's Bubbles has recently committed to assisting the Institute of Cancer Research to the sum of £15,000 per year into research into solid tumours in children.

I was originally signed up for the Big Welsh Swim this year before COVID-19 put a stop to most events this year. Hopefully, I will be taking part in it next year instead. In the meantime, like most charities, Aoife's Bubbles has had fewer opportunities to raise funds due to COVID-19. So many fundraising events which were scheduled have had to be postponed or cancelled this year. In an effort to address this I gathered a team to take part in Swim Equinox (originally Swim Solstice!! until it was cancelled) on 26th September. The event entailed swimming as many laps of Thorpe Lake as possible in three hours, the last part of which will be in darkness. I've recently met a couple of people through open water swimming who want to help me in this endeavour. The three of us are keen to become more experienced and confident in open water and in so doing raise money for Aoife's Bubbles.

I realise these are difficult times, but would be grateful if you could like / share posts for Aoife's Bubbles on your preferred social media platform in order to raise awareness and if you are able to donate to our cause, there is a link provided below. Many thanks in advance for your generosity.

For those of you with children, watch out for the following symptoms:

- nausea
- bruising
- headaches
- weight loss
- constipation
- night sweats
- mood changes
- repeated infections
- vision disturbances
- nagging feeling that something is wrong

If your child has any of these symptoms and they do not go away, insist that the doctor investigates thoroughly."



Please donate to my JustGiving Page and help 'Aoife's Bubbles':
https://www.justgiving.com/crowdfunding/annette-symonds-2?utm_id=1&utm_term=8a4399R4J

Virtual Wear It Pink 28th October



For many years CEMEX UK has supported Wear it Pink in October but this year we need your ideas. 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!

Kensworth Quarry to Pioneer Chalk Habitat



A CEMEX and RSPB team recently visited Kensworth quarry, to refresh an older permitted restoration scheme and create a pioneer chalk specialist habitat.

CEMEX landscape architect, Alison Wise, and the RSPB worked alongside each other to reprioritise the Kensworth quarry scheme. They are planning to pioneer a specialist chalk habitat for wildflowers and invertebrates. It will include the creation of bare chalk banks for butterflies and create several hectares of vital scrub

habitat for the UK's fastest declining species of Turtle Dove.

The previous scheme was to overlay the bare chalk with soils to produce lay-grassland and woodland, but this would limit the sites potential to deliver a rare and declining, species rich chalk grassland (which has seen a 94% decline in recent years).

The new scheme has also resulted in projected savings. A conservative estimate gives savings upwards of 64% on the new scheme and 55% through aftercare management by grazing, over the lifetime of the quarry. Savings will be made by using best practice conservation techniques such as green haying from local SSSI, and the proposed introduction of sheep grazing as aftercare.



The partnership is motivated to showcase to the industry that you can deliver better solutions for nature and save money too. The new scheme is better for wildlife priorities, sustainable techniques and managed by working with ecological processes.

Over the last 10 to 15 years CEMEX has come to understand that delivering restorations for nature reputationally and ethically is the right thing to do. However, often delivering quality nature habitats has

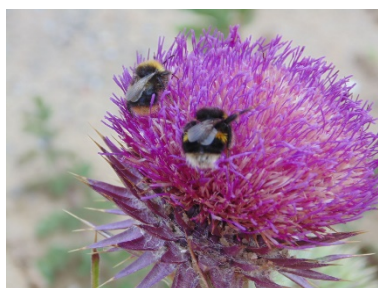


been perceived to incur additional costs. The RSPB and CEMEX are challenging that perception, working together to refresh the view of how things are or should be done.

One of the benefits of this partnership is our access to the RSPB's wealth of experience in creating and restoring habitats; through working with natural process - facilitating nature '*doing its own thing*' in the right place, based on a sensible soils and habitat approach. The Kensworth quarry savings are extraordinary and are unlikely to be replicated on such a scale elsewhere. Nevertheless, the CEMEX Planning and Restoration team and the RSPB are investigating how these approaches can be applied at other sites to improve nature conservation outcomes and we estimate most sites will incur some efficiencies.

RSPB and CEMEX have worked together for over a decade on scheme design, restoration, and after management of their sites.

Surprising Biodiversity at Jarrow Wharf



This summer Sean Cassidy took a closer look at Urban Biodiversity. The site he concentrated on was Jarrow Wharf and the results were very surprising.

Sean continues: "Over the summer we spotted a total of 248 species, including 97 types of wildflower and 63 species of invertebrate. The wildlife thrives because of the way the site is



managed - with some areas left undisturbed and others regularly changed, this creates conditions for a wide variety of species.



Compared to some of our quarries the figures are incredibly good. This matters because of changes in the new Environment Bill and the pressure to deliver Biodiversity Net gain. We can now demonstrate we have 2.45 Ha of an 'Open Mosaic Habitat' on previously developed land, which is listed as a priority in the UK's National Biodiversity Action Plan. Great result but the true heroes are the Bumblebees and Common Blue Butterfly which have pollinated all the wildflowers!"

Join a Global Sustainability Webinar



You are invited to join a CEMEX hosted webinar on: Our Road to a Sustainable CEMEX.

The webinar will include an international panel of external experts. It is on Wednesday 14th Oct at 4.30pm (GMT).

Follow this link to join: <https://bit.ly/2RrUx6k>



CEMEX-Tec Award 2020 Recognises Projects that Seek to Transform the World



In its 10th edition, the CEMEX-Tec Award was presented to 33 selected projects from 13 countries, out of a record of 1,678 projects from 61 countries, in one of the four categories: Transforming Communities, Social Entrepreneurs, Community Entrepreneurship, and Collaborative Action.

For the past ten years, CEMEX and the CEMEX-Tecnologico de Monterrey Center for Sustainable Development have presented this award to support high-impact projects that promote economic growth and social commitment, with an emphasis on the preservation of natural resources around the world.

For more information on the winners see: <https://www.cemex.com/press-releases-2020>

BEING THE BEST FOR EMPLOYEES

Save the Date for a UK Team Talk 2020

2020 the year so far...



You are invited to a virtual CEMEX UK Team Talk.
As we can't meet up, this years' Team Talks are on Zoom.

All CEMEX UK employees are welcome to join. Find out how this challenging year has been and how the business is set for the rest of the year and beyond.

The business leaders are hosting sessions on the 14th, 15th and 16th of October. Please pick a time and host to suit you and simply log in via the zoom link on the day.

There will be time for questions, so either submit them via this email address if you'd like to stay anonymous: gb-communicationsandpublicaffairs@cemex.com or ask them on the day.

It would be great to see you there.

TEAM TALK 2020 SCHEDULE - ZOOM MEETINGS

	11:00 AM	2:00 PM	7:00 PM
Wednesday 14th October	Lex Russell: https://cemex.zoom.us/j/81491244170?pwd=ck9TOXIHL3pITk1qaWE1dFVXelJrQT09 Passcode: 089455	Carl Platt: https://cemex.zoom.us/j/83017927256?pwd=ZXA1UTFRUUpUdzZNS3ZwYmRCOTZ4QT09 Passcode: 955982	
Thursday 15th October	Laurence Dagley: https://cemex.zoom.us/j/87195063079?pwd=TKRsUHF5UWhkZlFnY1paVVJFekk0Zz09 Passcode: 133364	Phil Baynes-Clarke and Craig Williamson: https://cemex.zoom.us/j/85021344507?pwd=UIJ5T21kbS9LckJhaTNS03FZVVNxdz09 Passcode: 092448	Dave Hart & Phil Baynes-Clarke: https://cemex.zoom.us/j/84958618467?pwd=bE04V2JSTksZyWibjhDdU12MFIgUT09 Passcode: 208991
Friday 16th October	Carl Platt: https://cemex.zoom.us/j/81860550104?pwd=aFBkck1kVStqYys3Q3piWJLZzdBUT09 Passcode: 576072	Lex Russell: https://cemex.zoom.us/j/85321385030?pwd=ZHZQdXJLZG45ZnlPaFY5MDBoVXNyUT09 Passcode: 030910	

Any problems accessing the meetings please email: clint.yarwood@cemex.com on the day.

Each session has a maximum of 300 attendees. Please try another call if the one you are joining is full.



35 Years for Jim Kirwin



Massive congratulations go to Jim Kirwin from Hatfield quarry for reaching an impressive 35 years with the company.

Whilst not an 'official' milestone we still think he deserves a BIG mention...Tom Brennan and the team say 'thank you' Jim....

2020 Employee Survey Coming Soon....



Put a reminder in your diary for the 2020 WE'X Survey. This is your opportunity to feedback about your experience of working for the company. This year the annual survey will take place from Mon 19th October to Sun 8th November.

Without your views CEMEX can't change for the better.

The survey will be completely on-line and is totally confidential. It is administered by a third party company

called Perceptyx, totally separate to CEMEX.

Everyone will be sent an invitation to complete the survey – either via your CEMEX email or by post for those with no CEMEX email address. It will be accessed by email, QR code, and URL via any smart device or computer.

In the meantime, to find out more, please visit the dedicated SharePoint:

<https://cemex.sharepoint.com/sites/WEXSurvey>

UK Comms Forum Held



Thank you to all those employee representatives who took part in the recent UK Employee Forum online.

The Forum was an opportunity for two-way communication between the Business Leaders and the Employee Representatives. It included updates on Health & Safety, Business Results, Sustainability and the different operational business areas, with plenty of opportunity for discussion and answering questions throughout.

For a more detailed information on what was discussed please see the link to the newsletter at the end of this document or can be downloaded here: <http://cemexuknews.co.uk/downloads>. Or ask your representative to tell you what happened:

Darrell Collins
Liam Fletcher
Danny Leedham
James Taylor
Paul Whyte
Graham Osman

Supply Chain - Cement
Supply Chain - Aggregates
Cement Operations
Materials
Materials
Materials - Marine



Peter Hoare
Sonny Netto
Mary-Ann MacInnes
Collins

Urban Solutions
 Urban Solutions
 UK Services

Remember the New Travel System



This week saw the official launch date for our new corporate travel program; CWT™.

Moving forward, all advance accommodation and travel (excluding train and car hire), both in the UK and internationally, must be booked through the CWT travel program.

Please use your normal way of booking trains. Also remember that car hire will also still only be booked through Alphabet.

As a reminder:

- **CWT is available online via a desktop platform (<https://travel.mycwt.com/>) as well as using a mobile app.**
- **There is a telephone booking line for flights or accommodation - Tel: 0203 353 0240 and help email at UKFSC.UK@CONTACTCWT.COM (both available Mon to Fri 9.00am - 5.30pm).**
 - You can book flights as well as accommodation via the booking line.
 - For digital methods you can book accommodation only.
- The use of CWT offers UK employees increased security benefits similar to that 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.

How does this system work?

- The CWT program allows you to book hotels and travel quickly and easily.
- You can book flights as well as accommodation via the booking line. For digital methods you can book accommodation only.

Documents can be accessed through the UK Security SharePoint [here](#)

- A quick Start Guide for registering for the myCWT platform. All users will need to register for the platform before Monday 5th October, either on desktop or via the app.
- A step by step guide for using the platform – both via the desktop website and the app.



- Contact sheet: this contains all the details you will need for booking travel over the phone if you would prefer to use this method. You can also use these details if you have any questions or need support with the system.
- A helpful FAQs document. Please let us know if you have any questions you think should be added to this.
- Once travel is booked through the system an invoice will be directly emailed to you, which you can then upload to Concur when you raise expenses claims.
- If you do not have a company credit card, a virtual card and invoice account has been set up which you can use. Please contact Alan Venning for more details.

If I haven't already done so, how do I use the platform?

- 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.
- Each employee who travels for business needs to have their own account – you should not book travel for yourself through someone else's platform.
 - Ensure your account has your own work mobile number registered – this will mean you personally receive the security advice for and during your trip.
 - Executive travellers need to ensure their account contains their own contact information – not the details of the person booking travel for them.
- You can then use this platform to book any business travel immediately.

If you have any questions about the program contact ukfsc.uk@contactcwt.com

If you need technical help updating your profile or assistance with the app/portal call 0845 603 3021.

Thank you for your support as we adapt our business to ensure travel is safe and cost-effective for all.

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
125-09-2020	Operator Maintainer	Cement Operations UK	Rugby Cement Plant	08/10/2020
126-10-2020	Plant Manager	Materials UK North	Goolde Concrete Plant	16/10/2020
127-10-2020	Engineering Geologist	National Reserves Department	Rugby Office	20/10/2020
128-10-2020	Plant Manager	Materials UK Midlands	Bromsgrove Worcestershire	13/10/2020



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.



Welcome

This year's UK Communications Forum took place on 3rd September. Due to COVID restrictions the forum was held virtually via Zoom and condensed to one day. The forum was an opportunity for two-way communication between the Business Leaders and the Employee Representatives. It included updates on Health & Safety, Business Results, Sustainability and the different operational business areas, with plenty of opportunity for discussion and answering questions throughout.



In attendance on the day were:

- **Presenters/Support:**

Name	Job Title
Lex Russell (Chair)	Director Materials UK
Carl Platt	Director Asphalt, Paving Solutions, Precast, Modular & Building Products Europe
Philip Baynes-Clarke	Director Cement Operations UK
Craig Williamson	Director Cement Commercial UK
Dave Hart	Director Supply Chain UK and Northern France
Andy Taylor	Director H&S UK & France
Miranda Clegg	UK Sustainability Manager
Clare Pickering	Director MFS & Operational Support
Jamie Pickles	Director Communications Europe
Stephanie Horn	Director Human Resources UK
Nicola Grayson	HR Business Partner

- **Employee Representatives:**

Name	Area Representing
Darrell Collins	Supply Chain - Cement
Liam Fletcher	Supply Chain - Aggregates
Danny Leedham	Cement Operations
James Taylor	Materials
Paul Whyte	Materials
Graham Osman	Materials - Marine
Peter Hoare	Urban Solutions
Sonny Netto	Urban Solutions
Mary-Ann MacInnes Collins	UK Services



European Consultative Committee (ECC)

The UK Communications Forum members elect three representatives to attend the ECC, along with the elected representatives from across the other CEMEX countries in Europe. Our current ECC employee representatives are Paul Whyte, Graham Osman and Mary-Ann MacInnes Collins who was voted to be the third representative during this year's UK Communications Forum. This year's ECC took place on 22nd and 23rd September.

Key Messages from the Forum

(Please also refer to the supporting presentation slides where applicable)

Health & Safety



Andy Taylor opened the H&S session discussing the incident performance, highlighting that the UK have had 6 LTI's in comparison to 3 at this point last year. The increase could be due to a challenging year with distractions such as COVID, the Breedon divestment and the mothballing of South Ferriby Cement Plant. Despite this adversity, the TRI rate remained at a similar level to last year. There have been 23 High Potential's (HI-PO's) incidents this year, which are those that had a significant injury or loss potential.

There are a number of H&S improvements ongoing for 2020, such as guarding and isolation audits, a slips, trips and falls checklist for managers/supervisors and contractor management standardisation. CEMEX are leading the way in the industry by adopting the MP Connect Card for Drivers, which will detail information such as the competency of the driver, site induction records and if a driver holds a valid licence, all of which will help to indicate if contractors are competent to work on site.

The COVID pandemic has made this year very challenging for the business, with 400 absence cases so far in the UK. The Rapid Response Team (RRT) has had to balance the government, industry and CEMEX corporate guidance in order to ensure the business responds in the best way, which has been a difficult with the ever-changing situation. Employees across the business have responded well, including sites introducing some great control measures and procurement have provided fantastic support with sourcing PPE. Although not in the UK, the fatalities across the business shows how important all the work is to keep our employees and contractors safe. A trial is currently being conducted at CEMEX House Rugby with some employees returning to the office but the RRT will continue to tread carefully regarding a return to hub offices and it will only be done when the business is confident it is the right thing to do and it is safe to do so.

Andy thanked the H&S team for their efforts this year and expressed that they had done a great job in supporting the business throughout the COVID pandemic. He also discussed the changes in the H&S team this year, with Derek Hopper sadly passing away, Doug and Callum transferring to Breedon and Martin Shimwell joining the Materials team from Cement Operations. The team are re-establishing the site visits and conducting inspections at all sites by the end of the year.

In closing Andy congratulated the CEMEX Global H&S Award winners and the LTI free sites, all of which is a great achievement.



Business Results

Clare Pickering gave an overview of the financial performance year to date, explaining that due to COVID the results are significantly behind 2019 and target. Q1 was on target, however April saw a big hit resulting in a loss and 10 million behind target when employees had to be furloughed and sites closed. In May some sites opened whereas competitors remained closed which meant the results improved but they were still under target. Then the results bounced back in June and were better than target, and July was just under target.

In breaking down the results you can see where the key impacts are:

- **Prior Year vs. Actual:** price and fixed costs ahead but volumes significantly down due to COVID and variable cost higher due to inflationary cost
- **Budget vs. Actual:** fixed costs ahead due to savings from furlough benefits and temporary plant closures but not enough to offset volume impact from COVID and difficulty to push price hard in competitive and lower volume market



It is a similar picture for each UK business area, except for Asphalt which is ahead of target and prior year.

The financial end of year projection is to be around 36% behind budget which is a good position considering the impacts on the market due to COVID. The positive action taking by the business to close plants and furlough employees in some areas has enabled the business to recoup some of the losses from lower volumes through fixed cost savings. In addition, deciding to continue operations in other areas of the business and open sites earlier than competitors has limited the impacts of COVID.

Sustainability

Miranda Clegg opened her session discussing the recent team changes in Sustainability, notably Paul Fletcher taking on the role of Head of Sustainability Europe and Miranda being appointed UK Sustainability Manager.

The 2019 UK highlights included:

- 38.5% reduction in CO₂ emissions
- Increase in alternative fuels usage to 61.5% within cement production
- Consuming 87 times more waste in our operations than we produce
- All products 'Responsibly Sourced' to the standard BES 6001 at the rating of 'Very Good' and above

CEMEX are making strides forward in the industry and the UK are performing ahead of CEMEX Global in alternative fuel usage and waste consumption. In addition, there has been a significant improvement in the number of UK environmental incidents in 2020, with a 50% reduction.



The cement sector is responsible for 7% of the global CO₂ emissions and continues to come under a lot of external pressure about climate change. To reduce the impact CEMEX has on the environment, the Climate Action Strategy was announced in February 2020 which has the ultimate goal of delivering net zero CO₂ concrete by 2050. In support of this the UK has introduced Vertua, the first low carbon concrete range in the industry. This includes Vertua zero where the carbon emissions are further offset by paying national capital partners to support energy renewal services and projects worldwide. In order to achieve the 2050 commitment, it will involve carbon capture which requires significant technology advancement.



Overall, there has been lots of progress and some great news stories and Miranda thanked everyone for embedding sustainability in all business areas.

Materials

Lex Russell started by discussing H&S, outlining that despite training most accidents are caused because people are not stopping and thinking before acting. Focus is on how to turn those behaviours around including a continued concentration on isolation. There is a need to carry on the learning and positive problem-solving mentality from COVID and promoting strong leadership to improve on H&S.

In terms of financial performance, COVID has had a big impact but some areas of Materials performed really well considering the circumstances. Aggregates and Marine have now recovered and are running to budget but Readymix is 15% behind. Q4 is going to be difficult due to the UK recession and difficult market conditions which could mean investors hold off, causing delays to big projects and further impacting volumes and prices.

Lex went onto discuss the following thoughts and key focus for the rest of 2020:

- **Weaknesses & Concerns:**

- Poor economic outlook with the recession, meaning infrastructure projects such as HS2 are key this year
- Readymix assets are under invested and need to be fixed
- Need to make it easier to do business with CEMEX by combining digital platforms with emotional relationships in order to put CEMEX in the best position

- **Strengths & Opportunities:**

- Strong position gained due to the way that COVID is being handled by the business
- Plans to grow the UK business shows a positive message about the future
- Overall, following the divestment and the future plans for growth in the UK Materials is in a strong position to manage the recession and move into the future.



Urbanisation Solutions



Carl Platt opened his session saying he is really pleased with how Urbanisation Solutions has weathered a challenging Q2 due to COVID. The financial performance has been resilient in the last few months, with Asphalt gaining market share and Buxton Building Products exceeding budget.

Carl also discussed the current UK opportunities and priorities for the business areas, including:

- **Asphalt:** build new Doris Road plant by Easter 2021, improve customer experience by launching iCollect app in the next 2-3 months and investing in plants to improve plant availability
- **Paving:** looking to achieve positive OCF going forward by adapting the business model to ensure CEMEX get the jobs and they are done right - for example the drill in Lincoln and Selby market
- **Building Products:** £11m investment to build new sleeper factory at Rochester (thanks to the Rail team for the hard work in securing the contract), improve customer experience by looking at the most suitable products and investing in existing plants to improve plant reliability



- **DSM/Specialist Solutions:** £2m investment at Buxton to install a dryer and upgrade the plant, secure house projects to ensure CEMEX has a share of the market and maximise opportunities for Specialist Solutions on sprayed concrete such as HS2 and London tunnels
- **Admixtures:** product development and serious cross selling push to get volume internally and externally.

Cement Operations

Phil Baynes-Clarke congratulated the teams at both Rugby Cement Plant and Tilbury Grinding Plant for recent LTI free milestones, with 1 year and 12 years respectively. In addition, Rugby Cement Plant and associated quarries of Southam and Kensworth achieved ISO45001 accreditation in June (an ISO standard for management systems of occupational health and safety, replacing OHSAS 18001) - a fantastic achievement. Despite these successes, the recent LTI at Middlegate Quarry which had previously been 22 years LTI free, reminds us all that we must stay alert, and stop and think before completing a task.

Phil thanked the Cement Operations employees for their hard work and dedication throughout the COVID pandemic, with everyone playing an important role to ensure the workplace remains safe.

Current key priorities:

- **Asset Configuration:** following the mothballing of South Ferriby Cement Plant, investment of some £7 million will be made at Tilbury to improve clinker ad cement handling facilities, including dock crane, cement silo repairs and an additional cement tanker loading point.
- **Fit for the Future:** priority is to safely complete the £20 million Climafuel (alternative fuel) handling system, upgrade Rugby's control room and install a new plastic packing line to align with customer demand. An overview of recent investments already made was provided and these included a new burner pipe, hydrogen injection system, coal feeders and new laboratory at Rugby.
- **CO₂ challenge:** reducing the CO₂ footprint associated with cement manufacture is of paramount importance. We have a moral responsibility to protect the environment and ensure our products are sustainable. Great progress has been made to reduce our CO₂ footprint over the years, but we must continue to reduce further. The investment in the new Climafuel feed system is aligned with this goal and will reduce CO₂ emissions significantly. Next, we need to identify alternative raw materials that do not generate as much CO₂ during the clinker manufacturing stage and trials will be conducted in the months ahead using waste products from other industries. However, ultimately it will require an innovative CO₂ capture system to reach net zero and we are liaising with companies to develop such a solution.



In terms of performance, COVID impacted cement and clinker volumes as well as alternative fuel usage. Despite this, costs are under control and better than budget due to savings made to protect the operating cash flow (OCF).

Cement Commercial

Craig Williamson opened his session discussing how COVID impacted the market, with a 20% drop in sales occurring immediately, followed by a 50% drop in April. The market is slowly improving; however, it is



expected to remain markedly weaker with an end of year projection of 16% behind budget and prior year. Although this is a disappointing, it is better than market performance because market share was gained due to competitors closing their operations.

Update on 2019 priorities:



- **Recover Bagged Cement Market Share:** increasing the sales team, doing a brand re-launch and market promotions has resulted in sales being 16% ahead of last year and market share has increased. Further increases should be seen when the new packing line is in place
- **Promote Sustainable Products:** focusing on selling cement with a lower clinker percentage has resulted in a reduction from 80% to 64% of CEM1 being sold but there is still a long way to go

Craig went on to outline the key focus areas moving forward for 2020 and 2021, which includes holding onto prices to get back to the 2019 results, continuing to recover bagged cement market share and promote low carbon cement, as well as maintaining the exceptional customer service levels.

Supply Chain

Dave Hart started by thanking employees for their response to COVID, everyone has played a significant part in ensuring colleagues and loved ones stayed safe. In terms of H&S the work of the Road Safety Group was acknowledged particularly the road safety awareness campaign regarding distraction – Don't text and drive – was acknowledged along with the efficiency in closing out NMHA. In addition, the Cement Logistics team were congratulated on winning the UK Safety Sword and the CEMEX Global best in sector Award for Road transport. In terms of safety performance, it was good up until the end of June with Cement and Aggregates maintaining their LTI free record but then each area had an LTI and there was also 6 HIPO's. Looking forward the team were asked to remain vigilant and look out for each other and were reminded of the importance of maintaining focus on mental health particularly as we tackle these unprecedented times.

Progress on current key priorities:

- **Customer Service:** performing well across all products achieving on or above target and prior year, except packed cement although this is back on track in August, and there has been a notable reduction in pro rata complaints
- **Sustainability:** despite COVID the rail volumes remain strong and the performance is benefiting from investment in new depots and the rail infrastructure allowing sustained growth. Working together with the Materials General Managers on optimising depot storage to leverage rail capability. Plus, really good cement out of hours performance which benefits H&S, customer experience and the fleet operating costs
- **Digital:** the Supply Chain team are embracing digital tools and technologies like VMI (Vendor Managed Inventory) across the operation to increase efficiencies by providing real time information to help make better decisions
- **EBITDA Growth:** continuous focus on fleet efficiency and the introduction of the sales operational planning process in Aggregates has delivered cost savings with potential for on-going saving opportunities in the future.



In closing, Dave highlighted that focusing on cost control has translated into a good financial performance overall and he thanked everyone for their hard work to achieve this.

Q&A

Please refer to the Q&A document containing the questions and answers discussed at the forum.



Close

Lex Russell closed the forum thanking everyone for their contributions and said that everyone should be really proud with what we have achieved in last 4 months. COVID has undoubtedly impacted the business but the steps taken to limit the impact has resulted in a phenomenal achievement compared to other companies and our competitors. We would like to say a massive thank you to all of our employees for their support, effort and commitment, it is really appreciated.

