



Welcome to UK News 29th Oct 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



Please remember to keep your guard up and continue to display our COVID safe behaviours at work and at home.

Sadly, there have recently been three Global Safety Alerts outlining deaths of colleagues in other countries from COVID. It is a real threat and we need to do everything we can to mitigate the spread of the virus.

Please go to the download section of the UK News website:
<http://cemexuknews.co.uk/downloads> to read the Safety Alerts or they can be found at the bottom of this document. Please display them on your noticeboards.

We have had 15 positive reports of COVID contracted by colleagues in the UK in the last month. From what we can establish, all were contracted outside of work from family members and friends. Thankfully, as a result of everyone's efforts, there has been no transmission of the virus in the workplace and none of those involved have been taken seriously ill.

Please discuss the Alerts with colleagues, including contractors, reminding everyone to Stay Alert and, if they display any symptoms, isolate at home immediately and contact their Line Manager who will liaise with the HR and Health & Safety teams as appropriate.

Watch the Behaviours that save lives



You can scan QR Code
with your mobile phone
or click on the following
link:
<https://cmx.to/2CPrDJb>



3 Years LTI Free For Rail



Congratulations to the Rail Supply Chain team on achieving 3 years LTI and TRI free. As Dave Hart commented: "This is a milestone in which you should be very proud given the complexity and scale of this operation. Only achieved through your consistent and continued safety leadership and commitment allied with the close collaboration with the Dove, Materials and Urban Solutions team. Let's continue to build upon this performance working together as one team so we can reach our target of zero incidents and zero harm."

Mark Grimshaw-Smith reflected: "I was thinking this morning about the support, engagement and collaboration we have from Hayden's team at Dove Holes, the Depot Managers and you and the Senior team is incredible compared to where we were in the past. The safety conversations we have with the Freight Operators, Handling Contractors, Network Rail, competitors, government and other agencies are also very different, more open sharing and collaborative."

Safety has no memory, but we all carry the burden of past incidents, and so we should, to help us keep working together and stay focused.

Thanks again to you and the Senior team for the consistent safety support and guidance."

Road Safety Week – Coming Soon....

We're taking part in



Next month we recognise Road Safety Week, an important part of our annual safety calendar.

This year, the theme is 'No Need to Speed' and we will be focusing on the important role speed plays in road safety.

The Supply Chain, Safety and Communications teams are working hard on materials for our teams to use during the week, which is held between the 16th and 22nd November.

Watch this space for more details coming soon...

BEING THE BEST FOR CUSTOMERS

Well Done Team Loughborough



On Saturday morning we supplied 2 x loads of Supaflo to Midland Screed Flooring at Nottingham from our Loughborough plant in the Midlands. This was a challenging request as it coincided with a large Concrete pour elsewhere in the area – which was draining the area of available vehicles.

Thanks to a collective effort from the Midlands team, we supplied without issue. This was an additional VAP sale, at a healthy margin, and the order was adopted via CEMEX Go – so a great result all round.



The cherry on the cake was the email of thanks received from the Managing Director of Midlands Floor Screeding.

Thanks to all involved including David Charles, Daniel Arturo Del Corral Lackner, David Kent, Chloe Deacon and Ron Lee (Relief Plant Manager) for a job well done.

Quality Service From Local Asphalt



Customer Shaun, at S. Brown Paving, rang to tell us how good the service and quality of the binder from Dove Holes Asphalt plant and the SMA red on red was from Local Asphalt Nottingham. He said both were on time, temperature, workability and the red colour were fantastic.

This is great feedback and helps towards making CEMEX the Customers first choice and a solutions provider. If a customer is happy he will stay loyal and give us more opportunities with a range of products. Les Luxon commented: "Well done to our colleagues at Dove Holes and Nottingham, and the Planning team. It's your actions and professionalism that's made this happen – thank you."

BEING THE BEST FOR SHAREHOLDERS

First Look At Small Heath....



Last week Rob Sims, General Manager Midlands and South West (pictured left), and Kevin Biddle, the General Manager for Rail Freight Services (pictured right) visited Small Heath which will be the location of the UK business's next Rail Depot.



This site in Birmingham will support our focus on metro markets and is a big win for the Supply Chain and Materials teams. We will keep you updated on progress as construction at this location begins.

Well done to Rob and the Materials team for all their efforts to secure this site!

CEMEX To Offer Vertua® Net-Zero CO2 Concrete Worldwide



CEMEX announced today that Vertua®, its first-ever net-zero carbon Concrete, will soon be available in its major markets worldwide after a successful launch in Europe.

Vertua®, a family of products that ranges from low carbon to the first net-zero CO2 Concrete in the market, places CEMEX at the forefront of the building materials industry's efforts to mitigate climate change.

"We believe that climate change is one of the biggest challenges of our time, and we are committed to doing our part to address it. Vertua® is clear evidence that we can transition to a carbon-neutral economy, where concrete is an essential component in the development of climate-friendly urban



projects, sustainable buildings, and resilient infrastructure,” said Fernando A. Gonzalez, CEO of CEMEX.

Customers in several European countries are using Vertua® in flagship infrastructure projects and many climate-friendly building projects, reducing their construction CO2 footprint significantly.

BEING THE BEST FOR COMMUNITIES

Thanks From The Think Pink Team

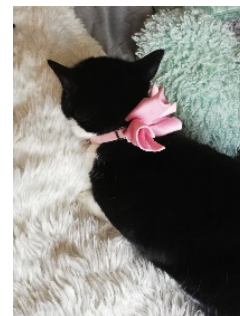


Many thanks to everyone who took part in the Think Pink raffle and Wear it Pink competition – pets and or people! We had a great response seeing as we couldn't harass people in person this year. So far we have raised over £700 for the Breast Cancer charity. All in memory of Steph Whitwood, Receptionist at Rugby Office for 13 years, who sadly died from breast cancer in 2016. She would have been really proud!!

If you'd still like to donate, go to:

<https://www.justgiving.com/fundraising/2020wearitpink>

Here are some of the great photos people posted:



Trucktastic Designs!!



Thank you to all the kids that sent in their wonderful CEMEX truck designs for our design a truck competition. We had some BRILLIANT entries that really showed the creative talent out there!

Congratulations to all the winners.

Here are some of our top entries, enjoy!..... Personally, I'd love to see a unicorn truck on the roads!!!!





Share Your Best Sustainability Ideas



Do you have a practice or idea at your site which saves energy use? Or recycles? Or promotes alternative fuels?

If you think it is a good idea which other countries and sites could benefit from please share it with the Global Sustainability team.

The deadline for ideas is 15th November.

<https://web.yammer.com/main/groups/eyJfdHlwZSI6lkdyb3VwliwiaWQiOiZNTQ2NTk5NDI0MCJ9/all>

If you don't have access to Yammer then email them to:

gbcommunicationsandpublicaffairs@cemex.com and we will pass them onto the relevant people.

BEING THE BEST FOR EMPLOYEES

REMINDER: WE'X Survey 2020 Is Now Open

**WE're
CEMEX.**

Oct. 19 – Nov. 8, 2020



You can type the link in your browser or scan the code with your camera or QR code app.

If you don't know your employee number and need any technical assistance, contact Perceptyx, our survey partner:
PH: +1 (951) 326 1001 M: customersupport@perceptyx.com

WE'X Survey

CEMEX The People-Driven Culture

This is an annual survey to check employees' perceptions of working at CEMEX.

Remember, the WE'X survey is open to everyone at CEMEX. If you don't have a company email simply scan the QR code or use the web link for access. The survey will run until 8th November 2020, and is completely confidential.



HELPING TO BUILD A **GREATER BRITAIN**

Fred Hangs Up His Boots After 46 Years



Fred Collins has decided to hang up his shipping boots after an impressive 46 years with the company in its various incarnations!

Fred, one of our Readymix Planners based at Preston Brook, retires at the end of this month after playing a key role in overseeing around 2.3 million cubes of Readymix Concrete in his long and distinguished career.



Thank you Fred for your amazing service and all the best in your well-earned retirement. Paul now and then in the pictures. Note the infamous RMC tie in the early days!!!

15 Years For Paul Hindley



Paul Hindley celebrates 15 years in Readymix Shipping. He is one of the integral cogs in the Readymix Shipping team and current Lead Planner for the NW based at Preston Brook.

Paul's calmness in one of the more stressful positions in the Materials business is just one of his many key strengths. Here's to the next 15 Paul!

CEMEX Assist

Employee Assistance Programme

Free, confidential support and counselling available for all employees

If you're worried about a work, family or personal issue then the Employee Assistance Programme can help, 24/7.

Support with everything from consumer rights to bereavement, depression & anxiety to childcare.

Visit www.lifestyle-support.co.uk (username: cemex / password: cemex) or call 0808 1682143

Remember that CEMEX provides a totally confidential third-party helpline open 24/7, for anyone who is struggling right now. If you are worried about a work, family, or personal issue then the Employee Assist Programme can help.

Either call them on 0808 1682143 or visit the website: www.lifestyle-support.co.uk (username: cemex /password cemex).

Please use the picture above to publicise the line to your teams – you can use it at the bottom of your emails for example or as a banner on documents. Go to the download section of UK News to find it electronically: www.cemexuknews.co.uk/downloads or copy and paste it from this document.



November's CEMEX Lifestyle Savings



As we cruise into November, the team at CEMEX Lifestyle have put together some great savings for you with the likes of M&S, Morrisons, Clarks, Decathlon, pizza hut and Gap all providing money off.

Visit: www.cemexlifestyle.co.uk for more information or call 01908 303531.

Please Check Your Email Signatures



Please can you all check that you have the correct office listed as your registered address at the bottom of your emails. Some people have forgotten to change them from the old Thorpe address to our HQ at Rugby. This is a legal requirement and Thorpe has been closed for a couple of years now!!

Just to remind you the Rugby address is:
CEMEX House, Evereux Way, Rugby Warwickshire, CV21 2DT.

To change the address in your signature simply type: Signature into the search bar at the very top of your outlook page, click on 'signature', on the dropdown box click on 'signatures', then your current signature will show and simply click and edit the information on your email signature, press OK and you are done.

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
142-10-2020	Accounts Receivable Deputy Team Leader x 2	BSO	Stockton	30/10/2020
143-10-2020	Accounts Receivable Team Member x 2	BSO	Stockton	30/10/2020
144-10-2020	Operative	Materials UK - South	Dagenham	06/11/2020
145-10-2020	Operative	Materials UK - South	Leamouth	06/11/2020

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

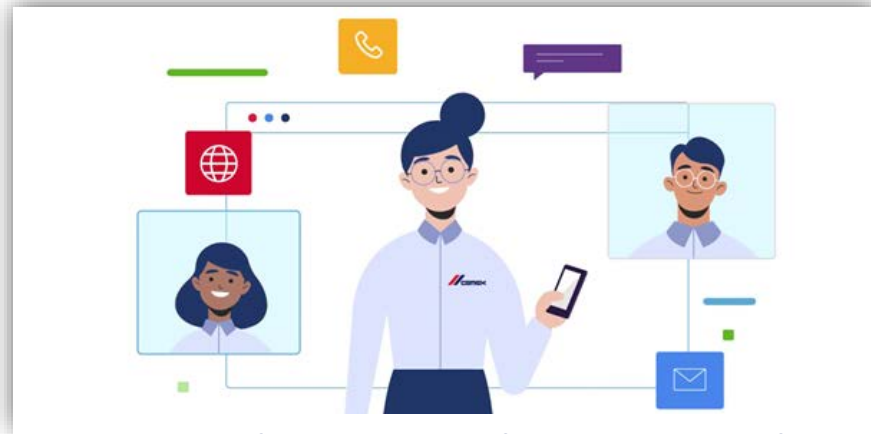
If you can, please include a photo too (taken in super fine landscape setting and saved as a jpeg.) Thank you.



GLOBAL COVID-19 ALERT

INCIDENT DETAILS

One Friday, a sales representative mentioned to a colleague that he had some discomfort with his throat and his head was aching, but in believing an allergy was the cause, he did not report anything to his supervisor or in his Health Check app. After the weekend, his symptoms continued and by the Tuesday he had also developed a fever and some nasal congestion, so he decided to go for a check at the local hospital and to report his condition to his supervisor. He received a thorough examination and it was decided he should remain hospitalized due to mild pneumonia and a suspicion of potential COVID contagion. Over the next 9 days, our employee developed further health complications, so he was transferred to another hospital and placed in ICU on a respirator. His health condition experienced ups and downs during the following 18 days and sadly, our employee then passed away.



Remain in close contact with your customers by remote means of communication when possible



Inform and isolate immediately if you or a family member at home develops COVID-19 related symptoms

KEY FINDINGS

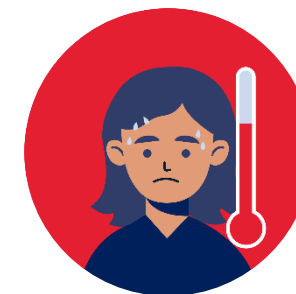
- The week before the first symptoms appeared, our employee received a negative PCR result, so it's believed that he may have then thought his symptoms were nothing of concern.
- With a delay in reporting his initial symptoms, self-quarantine was not implemented immediately, although it appears, he did not pass the virus to anyone else. Six business days before being hospitalized, the employee visited several customer sites, all of them were contacted, and no one reported confirmed or suspected cases.
- Medical assistance was delayed, because support was not requested for at least 4 days after having the first symptoms.
- The first hospital was not equipped to continue treating him, so he was transferred to another.

MANAGERS – KEY POINTS TO CHECK

- People are aware of the need to report COVID19 related symptoms as soon as possible.
- Our 4 key Behaviors that Save Lives are effectively communicated and regularly promoted to all employees, contractors, and shared with customers as well.
- Customers are asked if they would be happy to meet virtually rather than physically.
- Proactive measures are in place to help identify and guide people on where to receive the correct medical attention.
- A precautionary approach in favor of self isolation and monitoring is always adopted if there is any remaining doubt about a diagnosis.

ALL PERSONNEL – ACTIONS TO TAKE

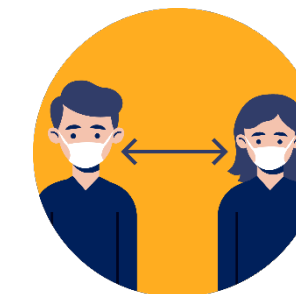
- Always self isolate and inform your supervisor immediately if you develop COVID-19 related symptoms or if you have been in contact with a positive/suspected case.
- If possible, use virtual media to communicate with your customers and other colleagues.
- Always inform your supervisor and keep him/her updated if you have obtained or are looking for medical care. This will help them to support you if needed.
- Never become complacent, family members and friends can also be a source of contagion and it's very important that you always keep your guard up!
- 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

An employee, who was a truck driver, was asked to quarantine at home after reporting several symptoms during the workplace screening process. Despite this, he decided to continue with some private activities, which involved other work at the weekend and interacting with members of the public. It was challenging to stay connected with our employee during this period, but after a few days, during a discussion with a relative, we were told he had been to the hospital because he was beginning to have breathing difficulties. It appears his health condition started to deteriorate further, so he was taken to another hospital where he then suffered organ failure and sadly, he then passed away.



KEY FINDINGS

- We believed our employee may have become infected during his social activities
- Instead of remaining in quarantine, he continued to interact with other people. We are not aware of others catching the virus from him, but the potential was present.
- The company medical staff had some difficulties in keeping in regular communication with the employee and his relatives.
- Despite our employee's condition becoming critical he initially refused to be intubated. As his condition became even worse, his family stepped in and agreed to the procedure.

MANAGERS – KEY POINTS TO CHECK

- Quarantined employees and contractors are aware of the importance of remaining at home and following local restrictions and control measures.
- Our 4 key Behaviors that Save Lives are effectively communicated and regularly promoted to all employees and contractors.
- Effective Initiatives are in place for engaging with families to raise their awareness and to help protect them as well.
- Proactive measures are in place to help identify and guide people on where to receive the correct medical attention.
- A company representative is appointed to keep in regular contact with family members in cases when an employee has been admitted to hospital.

ALL PERSONNEL – ACTIONS TO TAKE

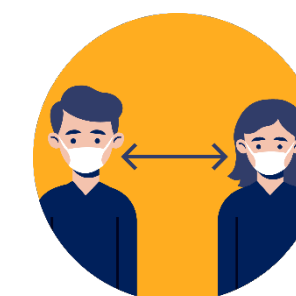
- Always inform your supervisor immediately if you or one of your family members develop COVID-19 related symptoms or if you have been in contact with a positive/suspected case
- If you are in home quarantine, always abide by the restrictions and do not interact with others. Ask family members to help with errands etc. where possible
- Consult with a medical expert and always follow their medical recommendation and treatment.
- 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 third-party contracted crew member of a vessel, who was working as a cook, started to feel unwell with a headache and some breathing difficulties while travelling towards a port. Upon arrival, he was taken to a local private hospital where he received medical attention and a COVID-19 test, which later proved to be positive. He was transferred to another hospital that was dealing with COVID patients to continue his treatment and after several days of being there his condition became worse with kidney failure occurring and sadly, he passed away shortly after.

Watch the Behaviors that save lives video



You can scan QR Code with your mobile phone or click on the following link:

<https://cmx.to/2CPrDJb>



KEY FINDINGS

- It's unclear where the contagion took place and all other crew members tested negative. One possibility was through the food supplies that were replenished at another port. However, there did not appear to be any human contact during the collection process.
- The virus could have been on the packages of some supplies and transferred when our contractor touched them. Perhaps by touching the surfaces and then his face without following any personal hygiene practices established by the Contractor.
- The crew member was 67 years old and would have therefore been in a higher risk category for being more effected by the virus.
- Although CEMEX had no active role on hiring the crewmembers in this particular case, Contractors were urged to implement strict sanitary measures to ensure all of their employees were safe.

CEMEX MANAGERS – KEY POINTS TO CHECK

- Our 4 key Behaviors that Save Lives are effectively communicated and regularly promoted to all CEMEX employees and contractors.
- Employees and Contractors are always reminded to follow the personal hygiene behaviors and practices including washing their hands and keeping their workplace clean. Contractor companies are requested to implement such measures for their employees.
- Managers have control measures in place for people to clean and disinfect goods and materials to prevent contagion.
- Managers are proactively evaluating and identifying employees and contractors that could be classified as vulnerable due to the virtue of their age, pre-existing health condition, etc. Contractor companies are urged to take similar measures when hiring staff.

ALL CEMEX PERSONNEL – ACTIONS TO TAKE

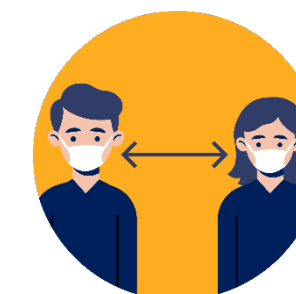
- Wash your hands thoroughly and regularly, especially after touching surfaces and avoid touching your face.
- Clean and disinfect deliveries, packages and groceries before bringing them into your workplace/home
- Always inform your supervisor immediately if you believe you could be considered a vulnerable worker because of your age or pre-existing health conditions, etc.
- Remember, always follow the 4 Key Behaviors that Save Lives at work, home and in your other day-to-day activities as well!



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Personal Hygiene



Physical Distance



Protect yourself & Others