



Welcome to UK News 5th November 2020
your weekly update from around CEMEX UK

View UK News on: www.cemexuknews.co.uk

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BEING THE BEST FOR FAMILIES

CEMEX UK Response to Second England Lockdown



Following the announcement of a second English lockdown, the RRT has considered the requirements and the impact on our business carefully before responding.

We would like to assure all employees that as we have done throughout the pandemic, we will follow government guidelines and make sure the safety of our staff and those we work with remains our number one priority.

In his initial announcement, the Prime Minister made it clear that construction work should proceed, and this has been confirmed by the Construction Leadership Council and subsequent detailed government guidance about the lockdown.

Therefore, **our operations across the UK will continue, with sites following the COVID-related procedures and protocols already in place to ensure they remain secure and safe.**

Working Remotely

All those who can work from home should do so. This means that hub and local offices will be closed with any personnel currently working at these locations returning to working remotely, however, we will keep this under review with the teams directly affected.

There are no further plans to reopen any additional office locations at this time.

Travel across the UK

Employees should be making essential journeys only. Where there is a defined business need to keep our operations running, visits to CEMEX sites can take place. However, staff should ensure they are visiting for a specific reason only, and do not remain on site any longer than is necessary.

Visits to other third-party locations (for instance to customer sites) should not be made unless absolutely necessary, and will require approval from the Director of your business unit.



Overnight stays are restricted unless they are authorised by the relevant Director, for example in support of essential construction projects.

If you require an essential journey notice for any work-related travel please contact Colin Jones and he will share this with you.

We understand that this is a difficult time, but we ask all employees to adhere to the guidance set out above, so we can minimise the risk of infection, support the NHS and continue operations. Please ensure that you follow all government restrictions throughout the lockdown. This lockdown is vital to reverse the rise in the infection rate and reduce the pressure on the NHS. It is important that we all play our part to keep ourselves and those we love safe.

The Halloween Safety Pumpkin....



The team at Denge got into the halloween spirit last week – but they made sure that their pumpkin had the appropriate PPE!

(PS. There wasn't a candle inside so no fire risk!!)

DIY Fireworks Warning

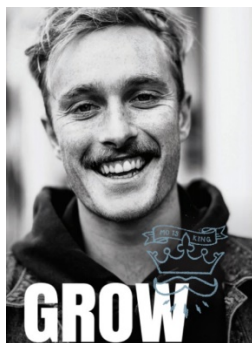


Many public Bonfire Night and Diwali events have been cancelled this year due to COVID, and doctors are warning people against attempting their own firework displays at home instead. Plastic Surgeons fear there will be a big increase in injuries, especially to the eyes and hands. They say the potential risk is too high and could put further pressure on the already stretched NHS.

For firework safety information please visit the RoSPA website:

<https://www.rospa.com/home-safety/advice/fireworks-safety/>

Mo Your Own Way in Movember



YOUR MOUSTACHE MAKES A DIFFERENCE

So how can you change the face of men's health? The answer is right under your nose.

CHOOSE A STYLE

Feeling brave? Try The Twister. The timeless type? Go The Regent. Looking better? Regal.

SHAVE DOWN

The kind of party where guests decide to help shave your face – because your money mustn't be so smooth as silk for November 1st.

STRUT YOUR STUFF

Your life wants influence. Use the last November and inspire donations.

MO STYLE GUIDE

THE WHISK

THE TWISTER

THE REGENT

THE ROYAL

THE CROMWELL

THE REGENT

THE CROMWELL

THE REGENT

THE CROMWELL

THE REGENT

THE CROMWELL

THE REGENT

THE CROMWELL

THE REGENT

THE CROMWELL

Remember that November is now Movember.... a month to grow facial hair and think about men's health. In particular, mental health and suicide prevention, prostate cancer and testicular cancer research.

There are loads of things you can get involved with **Grow a Mo** – grow more facial hair to augment your lockdown look and get sponsored... **Move for Movember** – run or walk 60km over the month, for the 60 men lost to suicide every hour globally. **Host a Mo-moment** – rally a crew and do something fun and easy in a COVID friendly fashion. Remember to raise



some cash as well. Go to: uk.movember.com for some ideas and how to send in money. **Which Mo will you Grow??** Let's see some truckers out there... send in your photos of your efforts to help spread the word.

Congratulations on an LTI Free Week



Well done to everyone in the UK for achieving an LTI free week last week. Safety has no memory so keep up the vigilance and step in and look out for each other.

Unfortunately, there was a particularly bad LTI in Israel this week where an Operator had to have part of their leg amputated. Please stop and think – nothing is more important than safety.

15 Years LTI Free for Northfleet Wharf



Northfleet Wharf achieved 15 years LTI free on 29th October.

Well done to all staff and contractors that have worked on the site, it's a testament to all your hard work over the years to keep yourselves and each other safe (team pictured pre-COVID).

Zero Harm Heroes....



Massive congratulations to the UK Rail Products team on achieving 4 years LTI free.

Carl Platt commented: "Bearing in mind the level of manual work we do and especially how the team handled the uncertainty with Washwood Heath and safely carrying on the production there for 2½ years long than originally planned, this is a true testament to the teams we have.

Thank you – please keep up this high standard."

World Diabetes Month



The 14th November is World Diabetes Day, while some countries recognise November as Diabetes Month. For this reason, the Health & Safety team wanted to focus on diabetes throughout this month and raise awareness of this condition amongst employees.

We will, therefore, be sharing different content each week throughout November. For this week, there is a simple yet informative video which explains what diabetes is and the impact it has on people.

Watch the video here: <https://web.microsoftstream.com/video/66f2afdc-4db1-485f-9327-9dca520e471d>



BEING THE BEST FOR CUSTOMERS

Advanced Customer Service for an Advanced Product



This week the team delivered 400m³ of CEMEX Advanced Paving out of Northampton with the help of the Bletchley plant. This is a VAP product that has saved the customer time and effort as it has replaced the need of using steel mesh. By midday they had supplied 335m³ which enabled the customer to finish at a reasonable hour.

Amy Kennedy, Sales Rep, commented: "This has been a team effort with WhatsApp chats and Zoom calls to ensure that everything went smoothly. Being on site this morning you can really tell everything has been organised well. The customer has

been extremely happy with the service and the product and has been talking to me about the next external slab he will be doing with us.

Thanks again to everyone involved: Rob Sims, Liam Hare, Wayne Clark, David Charles, Tony Archer, Kye Willey, Michael Driver, Gilbert Morgan and Eric Nicholls to name but a few!!"

You are my Sunshine



Sometimes the sun does shine even in November!

A photographer caught this great shot of an operative at Hatfield quarry.

We love the shot with the yellow of the loader and the sand providing a sunny contrast to the wispy blue skies above. There are even still some green leaves on the trees!

BEING THE BEST FOR SHAREHOLDERS

More Rail Records Tumble



Another record month in October for tonnage across the Fast Track system at Dove Holes with 32% of the total tonnes in the month being dispatched by the team.

Well done to the Weighbridge, Supply Chain Planning and Operations teams for working together to achieve this performance.



CEMEX's Third Quarter Results are now Available



Click on the following links to access or download information and documents.

LIVE WEBCAST & REPLAY

[Wednesday 28 October at 8:00am CT/ 10:00am EDT]

<https://cmx.to/3kio3by>

PRESS RELEASE

CEMEX announces highest quarterly EBITDA, EBITDA margin and Free Cash Flow since 2016

[Go to press release >>](#)

QUARTERLY FINANCIAL REPORT & PRESENTATION

Complete quarterly financial report, containing all relevant features, and presentation with key highlights

[Go to Reports Page >](#)

Update from Fernando Gonzalez



Dear colleagues,

I hope you and your families are well and healthy. As we've recently seen, the COVID-19 pandemic is still ongoing, which means that for the time being we will have to coexist with the virus. After an initial containment, in many places worldwide the lockdowns and other restrictions were relaxed. This has led to a significant second wave of cases, indicating that the current situation will prevail, most likely, until an effective vaccine is rolled out. So, it is critical that we continue to

strictly follow our Behaviours that Save Lives, while also observing all the basic guidelines, including physical distancing, wearing face masks, and washing our hands frequently.

Amid this extremely challenging environment, today I'm very pleased to share with you that we are reporting better than expected results for the third quarter of the year. You can consult our 3Q presentation in this link: <https://www.cemex.com/investors/reports>. These good results are due to many factors, including our competitive geographic diversification, our leading digital platforms, and our disciplined approach to lowering costs. But, most of all, they reflect your hard work, your tireless dedication to our customers, and your firm commitment to CEMEX.

I want to thank you all for stepping up at this challenging moment and doing your very best to show that CEMEX is a great company that actually delivers value. I also want to let you know that, in appreciation of your support, in November we will be giving back the voluntary pay deferrals and compensation deductions that most of you took back in May, June and July. A few months ago, nobody could anticipate how deep the impact of this pandemic was going to be. Thankfully, we are now in a much better position than it could have been expected. Please rest assured that your voluntary contributions were instrumental in strengthening our cash position.

I really appreciate the sacrifices you have endured throughout this crisis; this is certainly a year marked by illness and loss that nobody will forget, but it also will be remembered for your generosity and continued commitment to building a future where we all can thrive.



This doesn't mean we are out of the woods yet. The pandemic-related contingency is still very serious, but, perhaps even more importantly, it is also quickly leading in practice to a "new normal" way of doing business. This includes, of course, maintaining safe operations at all our facilities, serving our customers through CEMEX Go, and constantly communicating what we are doing to all our stakeholders, so that we can continue to earn their trust every single day.

But, above all, the new normal means seeing our entire company through much lower cost-base lenses. We must realise there are new market conditions, and we must evolve accordingly, by adopting different attitudes about how we conduct our business. In short, the main word is austerity. It means, in fact, doing even more with less. We are currently starting our budgeting process for next year, by evaluating every expense we have to see if each one is truly essential for running our business successfully.

We are doing it, because we intend to effectively build a more resilient, more competitive, and more successful CEMEX – one that we are all proud of.

Thanks again and keep up the good work!

Best regards,
Fernando

Did you know..... it's European Cybersecurity Month?



The European Union Agency for Cybersecurity (ENISA) shared some top tips on what we can do in order to prevent ourselves and CEMEX from becoming the next victim of a scam.

Stay calm if you receive an 'urgent' email from a senior member of staff (especially if they request a payment).

Fraudsters and cybercriminals will often pretend to be a trusted member of staff, such as a senior manager or CEO, and ask for a confidential payment for a seemingly legitimate reason. Always check the email address of the sender and call the individual to verify the request is legitimate. Do not call any number that was sent with the email, check and use the details you already have or are otherwise available via CEMEX resources.

Always double check a supplier's request to change payment details.

A call, email or letter from a supplier requesting to change payment terms and/or accounts, could be a scam. It is good practice to call the supplier independently to confirm the request. Again, do not use contact details contained within the suspicious email.

Watch out for fake 'security alerts.'

Fraudsters will often use fake security alerts to trick employees into thinking there has been a security breach on the company's system or an internet banking system. Often these scammers will claim to need your financial information in order to 'fix' the breach. To help ensure the source is who they are claiming to be hang up and call them back using a number from our own records and not the number you received the call from. REMEMBER....'scammers' can make their call appear from any number!

Think before you click

If something about an email seems suspicious do not open any links, attachments or download any files. This is one of the many ways that fraudsters can trick individuals into downloading malware. Change your log on credentials regularly, use hard to guess passwords, activate Multi Factor Authentication and report any such emails to Security and/or the IT department. CEMEX Cybersecurity



capabilities can ensure the email sender is blocked and any damage limited and repaired in timely fashion.

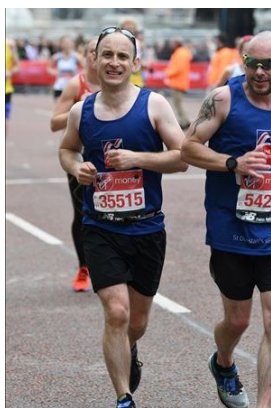
Think before you share

Never share any sensitive information about CEMEX or your role on social media as this can increase the risk of becoming a target. Check company policies regarding what can be shared on social media and if in doubt, don't post.

Each of these pointers relate to issues we have experienced; be savvy and play your part in keeping us all safe online.....Cyber enabled crime remains the #1 Security Risk to CEMEX business.

BEING THE BEST FOR COMMUNITIES

Remembering Them - Raising Money for Blind Veterans



Living without your eye-sight is something most of us never have to contemplate. However, for some veterans it is a very real challenge, having lost their sight through natural causes or in the line of duty.

Ginny Flek who works in our Technical team has a nephew, Alan Lock, who was in the Royal Navy but lost his sight through macular degeneration. He didn't let this hinder his ambitions and has achieved some amazing feats to raise money for other blind veterans. He has walked to the North Pole, climbed to the top of Everest, rowed across the Atlantic and run the Marathon des Sables.... most of us would be lucky to even think about doing one of those things!



REMEMBRANCE DAY
Left We Forget

He is now doing a 75km run over five days to raise money for blind ex-service men and women in these troubled times. If you could spare some money to help sponsor him he would be extremely grateful. COVID has added a whole layer of isolation on top of the already incredibly isolating experience of being blind. Alan is running 75km with his guide runners from RAF Shawbury this week – before Remembrance Day. For every £5 he raises he will be able to help another blind veteran.



Here is a message from Alan (pictured above shows Alan on another fund raising run and one from his Royal Navy days):

"2020 has been a pretty tough year for us all, but for our elderly blind veterans it has been even more challenging. Prolonged physical isolation has been added to the inherent isolation of sight loss. Getting together with their old comrades on Remembrance Day has always been a highlight of our veterans' calendars, but obviously this year they will be unable to attend events.



As a younger blind veteran, I wanted to do something both to support their care and ensure they don't feel forgotten. As such, the week before Remembrance Day I'll be running a total of 75km with my guide runners from RAF Shawbury. We are trying to raise £5,000 to make a real difference to the 1,000 most vulnerable veterans. It will enable us to send each of them a special 'Victory Over Blindness' pin badge and an



accessible message of fellowship, plus fund virtual events to combat loneliness.

I appreciate these are challenging times, but if you are able to support me in this endeavour you will be making a real impact. Remember, every £5 we raise enables us to help one more blind veteran. Please see my JustGiving page link below and, of course, please feel free to share the link with your contacts": <https://www.justgiving.com/fundraising/blindveterans75>

CEMEX UNITE Awards! 🏆 Volunteer Recognition



Through CEMEX UNITE, we share values, skills, time, and interests as a CEMEX family to make a positive impact in the world and contribute to our purpose of building a better future.

Despite the current pandemic, thanks to all of you, we have reinvented how we work together in a collaborative way to reach a positive transformation, adapt, and continue building community together.

For such, we want to recognise the commitment and dedication of all CEMEX volunteers. Nominate your colleagues or yourself before **12th November!**



CEMEX to use Nanotechnology for Low CO2 Concrete



CEMEX announced recently that it has signed an agreement with Carbon Upcycling Technologies intending to improve the processing of residue or by-products of industrial processes, capturing CO2 emissions to produce nanomaterials with greater reactivity and a lower carbon footprint. This would allow the production of concretes with a low CO2 footprint that meets the construction industry's strictest requirements.

CEMEX signed the agreement with Carbon Upcycling, a leading company in the development of nanomaterials derived from the use of CO2 for industrial use, through its corporate venture capital unit, CEMEX Ventures.

While CEMEX uses approximately 3 million tons of industrial residue each year, as additions to cement and concrete, a large portion of industrial waste produced annually cannot be recycled due to its low



reactivity. Large quantities of residue or by-products are deposited in landfills and dumpsites, creating significant economic, environmental, and social costs. This initiative seeks to increase industrial residue's reactivity property, allowing more availability of additions with cementitious qualities. With this venture, CEMEX expects to double its current use of industrial residue to consume annually 6 million tons by 2030, thereby reducing its carbon footprint significantly.

Carbon Upcycling technology transforms residues such as fly ash and slag, making them more reactive and increasing their cementitious properties. The use of CO₂ previously captured, combined with a physical transformation of the material during the process, generates a new addition for the cement that allows the production of concrete with a low environmental footprint. The improvement in the cementitious capacity of materials achieved by the Carbon Upcycling technology will expand the range of sources that can be used to reduce the amount of clinker needed in cement production and the amount of cement required in concrete.

The agreement will begin with a coordinated analysis between CEMEX and Carbon Upcycling and its implementation on an industrial scale. The know-how and experience in materials science of CEMEX's Global R&D, in addition to Carbon Upcycling's innovative process, would generate synergies that accelerate the development and industrialisation of the technology.

CEMEX and Carbon Upcycling anticipate initial results from this joint research and development effort by mid-2021. To find out more go to: <https://www.cemex.com/media/press-releases>

BEING THE BEST FOR EMPLOYEES

UK Terror Threat Upgraded



The threat to the UK from terrorism has been upgraded to SEVERE, meaning an attack is highly likely. While changes in threat levels do not require specific responses from the public, the Security Team asks all employees, particularly those working at our sites, to remain vigilant and ensure security procedures are followed. The UK Security team continue to advise there is NO specific threat to CEMEX. More information on threat levels can be found at: www.mi5.gov.uk/threat-levels

If you have confidential information or a tip-off about possible terrorist activity, please call the Anti-Terrorist Hotline on 0800 789 321. Please call 999 for warnings about possible bombs or other urgent threats.

Have you Completed the CEMEX WE'X Survey?

**WE're
CEMEX.**

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 | tc.customersupport@perceptyx.com

Oct. 19 – Nov. 8, 2020



WE'X Survey

CEMEX The People-Driven Culture

It's quick and easy – it will only take 10 minutes. 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.



In the Mix



If you want an alternative way to get your news fix from CEMEX UK then try the *In The Mix* podcast – a quick and easy way to find out the latest from around the UK business.

To download the MP3 file please go to the download section of the UK News website: <http://cemexuknews.co.uk/downloads>

We also include a video version of the podcast in case that is an easier medium for you to listen and share: <https://web.microsoftstream.com/video/4f121245-e520-4979-a0fa-53a5ffb24e06>

Cycle to Work Scheme



This years' Cycle to Work scheme is now open from 12th November – 14th December. We have been assured that bike shops will remain open even during lock down by our providers. This year the tax-free amount is up to £2,000 which means you can purchase an electric bike if you choose. Or if you don't want a new bike you can buy bike accessories with savings of up to 32%.

If you considering a healthier, more sustainable way of travelling then the CEMEX Cycle to Work scheme may be just what you are looking for. There will be an opportunity for you to sign up for the Tax-Free Bike Scheme which will be run in conjunction with our partner, Sodexo Motivation Solutions Ltd and Cycle2Work.

What is a tax free bike (Cycle to Work) scheme?

Cycle to Work is a government initiative that was introduced in 2001 to encourage more people to commute to and from work by bike, enabling people to make healthier choices and reducing the UK's carbon footprint.

The initiative also allows you to make huge Tax and National Insurance savings on the cost of a new bike and safety accessories. These savings are achieved via salary sacrifice which is managed by your employer and lets you spread the cost to make payments more convenient!

Where can I redeem my Letter of Collection?

Cycle2Work is supported by a wide range of specialist bike dealers, catering to everyone regardless of their needs, budget, location or journey to work! This includes:

cycle2work

halfords

cycle
republic

tredz

Independent
Bike Shops



What's more, you can also benefit from regular discount offers at Halfords, Tredz or Cycle Republic – saving you even more on your perfect bike and accessories!

Permanent employees will be able to apply online by going to: www.cemexlifestyle.co.uk or by calling 01908 303498.

How to apply?

- Research where you would like to get your bike from:
 - Halfords instore or Click and Collect online (www.halfords.com)
 - Cycle Republic instore or online (www.cyclerepublic.com)
 - Tredz instore or online (www.tredz.co.uk)
 - Selected independent bike shops – visit our store locator on www.cycle2work.info to see your local options, or check with your local independent bike store
- Decide what value you want to spend on your bike and safety equipment. You can choose to take between £100 and £2,000 in increments of £5.
- To register for the scheme please visit: www.cemexlifestyle.co.uk or call 01908 303 498.

For more detailed information on this scheme please download the posters, how to apply to the scheme and a Cycle to Work documents here: <http://cemexuknews.co.uk/downloads>

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
145-10-2020	Maintenance Planner	Cement Operations UK	Rugby Cement Plant	12/11/2020
146-10-2020	Mechanical Technician x 3	Cement Operations UK	Rugby Cement Plant	13/11/2020
147-10-2020	Quarry Operative	Materials UK Midlands	Ryall Quarry	06/11/2020
149-11-2020	Weighbridge Operative	Materials UK South	Angerstein Wharf	10/11/2020
150-11-2020	Mechanical Maintainer Operator	Cement Operations UK	Rugby Cement Plant	18/11/2020
151-11-2020	Transport Planner x 2	Supply Chain Materials UK	Rugby Office	11/11/2020
152-11-2020	Productivity Planner	Supply Chain Materials UK	Rugby Office	11/11/2020

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.



YOUR CYCLE2WORK SCHEME

NOT JUST FOR... BIKES

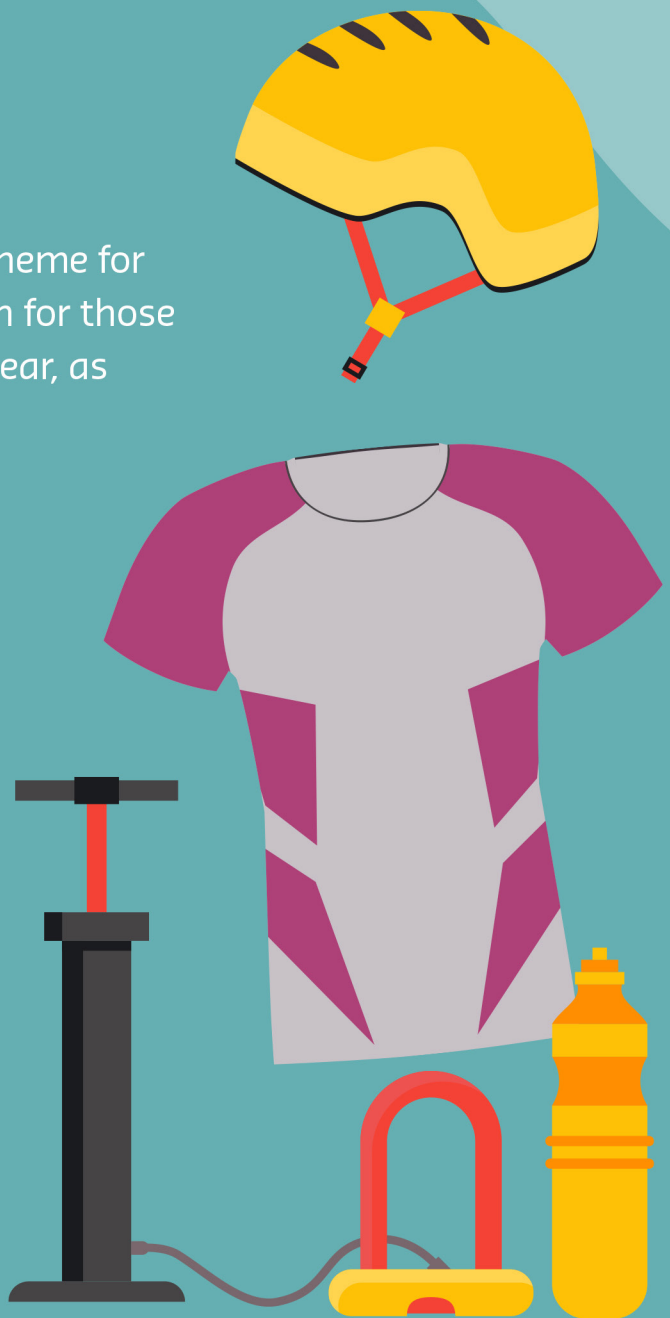
Did you know that using the Cycle2Work scheme for just bike accessories is a very popular option for those who only want to upgrade the rest of their gear, as they already have a great bike?

Get lights, helmets, clothing, phone holders and more with savings of up to 32%!*

BIKE WINDOW OPEN:

From: **12th Nov 2020**

To: **14th Dec 2020**



Save up to 32%* on bikes and accessories at the following:

halfords

tredz

**Independent
Bike Shops**

cycle²work

* For a basic rate tax payer.

Visit: www.cemexlifestyle.co.uk and
search for 'Cycle to Work' or
call on 01908 303498



YOUR CYCLE2WORK SCHEME

NOT JUST FOR... COMMUTING

Government guidelines state that you should use your bike and accessories for commuting for at least 50% of its usage however you do not have to log your bikes mileage and we thoroughly encourage you to use it in your spare time!

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YOUR CYCLE2WORK SCHEME

NOT JUST FOR...

HEALTH

Getting on your bike not only provides physical health benefits, it is also a fantastic way to...



BOOST YOUR MENTAL HEALTH

Reduce stress and improve your mood, productivity and sleep quality.



SAVE MONEY

Decrease unnecessary spending on fuel, parking, public transport and gym memberships.



MAXIMISE YOUR TIME

Less time in traffic jams or waiting for public transport. And, less time needed at the gym!



HELP THE ENVIRONMENT

Do your bit for the planet by reducing emissions and your carbon footprint.

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CEMEX – CYCLE TO WORK

WINDOW OPEN: OPEN 12TH NOV TO 14TH DEC 20

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cycle²work



What's more, you can also benefit from regular discount offers at Halfords, Tredz or Cycle Republic – saving you even more on your perfect bike and accessories!

Permanent employees will be able to apply online by going to www.cemexlifestyle.co.uk or by calling 01908 303498

How to apply?

For further information on how to apply for the scheme please [click here](#). (Please link in the CEMEX employee how to apply info sheet here)

CEMEX – CYCLE TO WORK

WINDOW OPEN: OPEN 12TH NOV TO 14TH DEC 20

How to apply:

1. Research where you would like to get your bike from:
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 - Tredz instore or online (www.tredz.co.uk)
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2. Decide what value you want to spend on your bike and safety equipment.
You can choose to take between £100 and £2,000 in increments of £5.
To register for the scheme please visit www.cemexlifestyle.co.uk or call 01908 303 498.
3. Please note you will need to have a copy of your payslip to hand as you will be asked for details contained within this. Please complete all the details as instructed, choosing the value of Letter of Collection (LoC) you require.
4. Complete your application following the onscreen instructions. You will need to read and electronically tick to accept the Hire Agreement terms and conditions and then electronically sign your Salary Sacrifice Agreement.
5. Once your application is complete you will receive an email with a copy of your electronically signed Salary Sacrifice Agreement and a copy of the Hire Agreement terms and conditions that you have accepted.
6. You will receive a confirmation email after your registration has been approved by your employer and exported to Cycle2Work, your LoC will be emailed to the email address supplied within approximately 1-3 days.
7. Take your LoC to your chosen store or use the voucher online and exchange it for the bike and safety equipment of your choice.

Please note:

- The scheme will run for 12 months and the first deduction from salary will be made on the first available pay date after your application has been approved by HR/ payroll
- You can find a full breakdown on how much money you can save on the website
- Detailed Frequently Asked Questions about the schemes are available on the application portal.