

## COVID-19 Update for UK Employees | 07/12/2020

### Message from CEMEX's SVP of Human Resources

As we approach the end of the year, most of you are surely considering the importance of gathering with your teams to recap the year and celebrate the occasion. While we must take advantage of the holidays to celebrate together with our teams, we must do so consistently observing our Behaviors That Save Lives. COVID-19 remains a major threat, and your role in leading by example is critical to continue protecting our teams and families.

Please consider the following guidelines for any CEMEX holiday team gathering:

- Do not organize or participate in any in-person gathering.
- Encourage virtual gatherings with your team.
- Leverage Microsoft Teams to host these gatherings. You may also use it for personal events.

While these guidelines are intended for CEMEX gatherings, they are just as relevant for any other personal event.

Let's properly celebrate the holidays with our teams.

Stay safe.

Alberto Luis De Armas

### Support for Health, Safety & Wellbeing at CEMEX

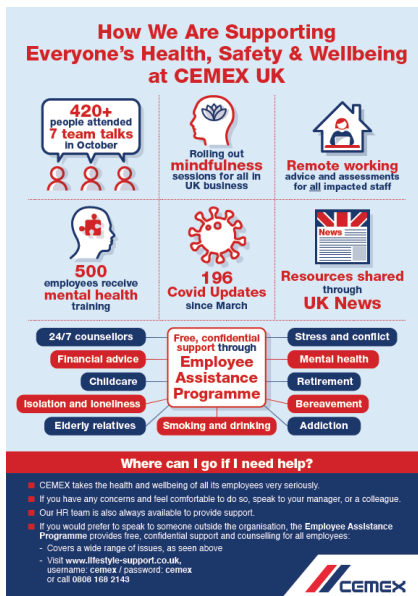
- 

**1 IDENTIFY SYMPTOMS AND INFORM**
- 

**2 PERSONAL HYGIENE**
- 

**3 PHYSICAL DISTANCING**
- 

**4 PROTECT YOURSELF AND OTHERS**



**How We Are Supporting Everyone's Health, Safety & Wellbeing at CEMEX UK**

- 420+ people attended 7 team talks in October
- Rolling out mindfulness sessions for all in UK business
- Remote working advice and assessments for all impacted staff
- 500 employees receive mental health training
- 196 Covid Updates since March
- Resources shared through UK News
- 24/7 counsellors
- Free, confidential support through Employee Assistance Programme
- Stress and conflict
- Mental health
- Childcare
- Retirement
- Isolation and loneliness
- Bereavement
- Elderly relatives
- Smoking and drinking
- Addiction

**Where can I go if I need help?**

- CEMEX takes the health and wellbeing of all its employees very seriously.
- If you have any concerns and feel comfortable to do so, speak to your manager, or a colleague.
- Our HR team is also always available to provide support.
- If you would prefer to speak to someone outside the organisation, the Employee Assistance Programme provides free, confidential support and counselling for all employees.
  - Covers a wide range of issues, as seen above.
  - Visit [www.lifestyle-support.co.uk](http://www.lifestyle-support.co.uk).
  - Username: cemex / Password: cemex
  - or call 0808 168 2143

2020 has been a difficult year for all of us. No one could have predicted the effect of the Coronavirus pandemic and how it would change our lives. In particular, many have experienced an impact on their mental health.

CEMEX UK strives to support all aspects of everyone's health, safety and wellbeing, including mental health. This year the business has coordinated a number of resources to help staff, while the Employee Assistance Programme is available 24/7 to provide advice and assistance on a broad range of subjects.

We have created a poster for you to use in your workplace to remind people that there is help available if they are feeling the strain or want some advice – either for yourself or someone else you know. The poster is attached, or can be downloaded [here](#).

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

