



Welcome to UK News 17th December 2020
your weekly update from around CEMEX UK

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BEING THE BEST FOR FAMILIES

Actions Save Lives



BEHAVIOURS THAT SAVE LIVES

As we approach the Christmas break, please remember to continue to follow the Four Behaviours that Save Lives, as well as the specific lockdown measures for your area.

We can still have a jolly Christmas whilst following the safe behaviours – it will just be a little different this year! Continue to play your part to protect yourselves and others around you. Remember:

1. Identify Symptoms, self-isolate and inform
2. Personal Hygiene
3. Physical Distance
4. Protect yourself and others



The RRT recently emailed everyone a testimonial from Paul Dale, who has recently recovered from COVID. He works at the Springetts Coating plant in Stoke-on-Trent. The testimonial can be found at the end of this document or in the download section of the UK News website: <http://cemexuknews.co.uk/downloads>.

One thing which was crucial in dealing with his illness was his quick communication with Line Manager, Les Luxon, when Paul thought he had symptoms, so they could help put in place measure to stop the spread at the plant and ensure Paul and his family were OK.

Announcement from the UK RRT



It is with great sadness that we write to inform you all that Matthew Challenger (our Newport Readymix Plant Manager) passed away unexpectedly on Wednesday 9th December 2020.





Matthew was diagnosed with COVID-19 last Friday (4th December) and nothing seemed concerning when the local team spoke to him on Monday.

It is still too early to say what caused Matthew's death and our immediate thoughts and concerns are with his family, friends and colleagues. He was a valued member of the team and we are working to support those who have been impacted.

A Christmas Message



As we approach the festive period, Carl Platt, Chair of the UK Health & Safety Committee, has recorded a brief video message for all employees.

During this message, Carl reflects on the past year, the challenges we've all been through but also the many achievements of our teams. He considers the ongoing impact of the Coronavirus pandemic and thanks everyone for their continued dedication to

the Four Behaviours that Save Lives, and commitment to safety.

The video also provides an opportunity for us all to reflect on the many ways our teams have supported the NHS and local communities this year – something we should all be very proud of.

You can watch the video here: <https://web.microsoftstream.com/video/a7a2f04d-4946-47b6-aca2-261c8ef4e6d2>

Thank you all for your support and wishing you and your families a safe and healthy Christmas.

A New Twist on Christmas Lights....



Hatfield quarry have recently had a light based exclusion zone installed to our loading shovels. This provides a highly visible indication for other vehicles/persons to stay out of the immediate vicinity of the shovel.



Keep Sites Safe this Christmas



Please use the poster on your site to remind everyone of the checklist to keep sites safe over the Christmas period.

Top tips such as:

- Bank company cash before the holiday and leave any empty onsite safe's slightly open with the door ajar.
- Ensure all windows and doors are closed and locked and all lights and heaters off unless they are part of night security measures.
- Either take vehicle keys off site or secure in a safe.





- Where possible take valuable possessions and tools off site during the holidays, including personal possessions in trucks and company cars.
- Do not leave laptops in car boots or behind back seats of cars at any time.
- Leave as little oil or gas on site as possible, park vehicles tank-to-tank or battery-to-battery to frustrate offender access.

The poster can be found at the end of this document or in the download section of the UK News website: <http://cemexuknews.co.uk/downloads>.

How to avoid Christmas Scams



Unfortunately, scams usually increase in frequency associated with significant events. Brexit and COVID-19 are good examples, Christmas is always a favourite time of year too! Scam emails, texts and phone calls are all generally seeking to get you to act on impulse.

If you get a suspect call or email always follow the Police and Government advisory campaign 'Take 2 & Tell 5'.

Take 2 minutes and think before you act!

- Never click on a link from an unsolicited email, or an email expressing some urgency or concern, even from a well-known contact, and particularly if it's about your bank or any online account.
- With cold telephone callers, never reveal your personal details and always ask if you can call them back.... if the call is legitimate, no genuine call handler will ever seek to encourage you not to! Don't be afraid to challenge a caller or put down the phone.

You can improve your cyber security by taking six actions:

1. Use a strong and separate password for your email
2. Create strong passwords using 3 random words
3. Save your passwords in your browser
4. Turn on two-factor authentication (2FA)
5. Update your devices
6. Back up your data

The UK National Cyber Security Centre (www.ncsc.gov.uk) contains oodles of easy to understand and follow advice.... they even try to make it interesting! Save it into your browser and take time to catch up with the advice from time to time.

Remember to share this information with family and friends – particularly those who aren't so techno savvy!!





A Good Excuse to Eat Biscuits...



The Security team are urging all employees with keyless entry cars to be vigilant to the risks of theft using hacking software. There have recently been several incidents where criminals have been able to hack the keyless entry system for a car and use this to steal valuables left in the vehicle.

Firstly, please ensure valuables are not left in the car overnight. Secondly, keys should be kept in a secure container that will block the signal used to unlock the car. Faraday pouches are ideal, or alternatively a biscuit tin will also work! (a good excuse to eat the biscuits first....)

You can find out more about this type of crime by watching this video:

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

Adam Bradbury, Quarry Manager at Bramshill Quarry, had his car broken into through hacking. He said:

"I didn't actually realise I had been targeted until the Monday morning when I noticed some valuables had gone and I went to get some fuel and discovered that my wallet was empty of cash.

I checked my doorbell camera's footage and looked at the play back. At 3.30am Saturday morning a hooded man walks past the camera and up to all the newer vehicles on my road with a little box in his hand. He stands next to them for around 10 seconds, tries to open the door and when he can't, walks on to the next car. I heard on the news that people can buy a cheap piece of equipment that scans for the keys signal, if the key is within range (around 5 metres) they can read the signal and open the doors, they are also able to read the code and start the engine in under a minute should they have the right coding and box.

The reason I didn't realise until Monday was my car had been relocked after the stuff was stolen, and on my Jaguar Car App I could see the alarm hadn't sounded and that the vehicle was locked up when I got home on Friday night. I had no warnings on my alarm system for the car's app and it was locked on Sunday when my wife took it to the shop.

After doing some research and speaking with CEMEX security it's scary how easy it is to use scanning boxes. On our local Facebook groups since my incident there has been a lot more of the same in the local area all using the same methods. All the cars approached and entered are all modern (less than four years old) of a higher end manufacture e.g. Jaguar, Mercedes, Range Rover etc.

Since then, all of my spare keys have been put in faraday pouches and my valuables locked safely in my house, our normal use keys are kept as far away from the location of the vehicle as practicable with another Faraday pouch protecting them."

To support employees, the Security team has secured CEMEX endorsed Faraday pouches for all those with company cars. These will be distributed shortly.

CEMEX UK Security Manager, Colin Jones, commented: "Car crime remains a regular occurrence and can be expected to spike around Christmas. Whilst the 'hacking' method used in Adam's case is relatively unknown, it is in fact fairly common in the case of keyless entry cars. The best way to protect





ourselves from becoming a victim is to ensure all valuables are removed from vehicles and the keys stored in a Faraday pouch which restricts the emitted signal. I would encourage all employees to utilise the pouch as a matter of course and hope to get them distributed for use very soon."

If you have any questions, please contact Colin Jones or John Sweeting.

Latest Driver Safety Matters Newsletter



If you missed it and want a read, the latest Driver Safety Newsletter is out and can be found in the download section of the UK News website:
<http://cemexuknews.co.uk/downloads>.

BEING THE BEST FOR CUSTOMERS

Packed Cement Extends Contract with National Buying Group



CEMEX UK is pleased to announce that it has agreed a three year extension to its contract with the National Buying Group (NBG). This means CEMEX will continue to provide packed Cement to the group's members until the end of 2024.

building strong brands

CEMEX initially partnered with NBG in 2013 and so by 2024 will have been a supplier of the group for over 10 years.

Craig Williamson, Commercial Director of UK Cement for CEMEX, commented: "We are proud of our long-term, successful partnership with NBG, which provides its members nationwide with easy access to our world-leading products that are backed by significant technical expertise. We look forward to working with NBG for another three years."

Early Strength Helps ASDA Deliver



The Newport Readymix team had a very productive day last week, supplying 123m³ of Microtech for GRK Civils in a very busy Asda distribution centre.

Because of its early strength the work at the centre will be able to carry on much sooner than for more traditional Concrete. Despite the sheer amount of Asda trucks moving in and out of the centre ahead of

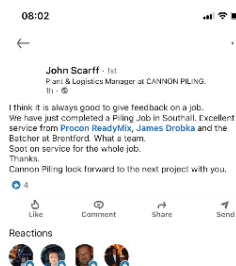




Christmas, the whole operation went very well and safely thanks to the courtesy of both Asda and CEMEX Drivers.

A big thank you to all the team involved.

Brentford's Best Batcher



A massive well done and thank you to the Batcher at our Brentford Readymix plant for his fantastic customer service last week. Customer, John Scarff from Cannon Piling, took the time to write a thank you email praising the team's efforts.

James Drobka, Business Development Manager at Procon Readymix, commented: "It's good to see this message, especially mentioning the Batchers who often go unnoticed and are at the forefront of the business."

Well done to James and the team.

LabExperts on Top Tech Form



The National Technical Centre team enjoyed a busy week last week, topped off with a range work for HS2.

Mike Higgins, National Technical Manager, explains: "The National Technical Centre has set up a laboratory and bespoke processes dedicated to supporting HS2, this allows us to offer dynamic support to this important project whilst continuing to carry out routine trials and testing for the business."

The team has undertaken investigatory trials with customers in attendance carrying out specialist bleed testing and some quality control sample manufacture and testing from a local live supply of CBGM through the rapid mix plant. Keep it up David Webb, Sean O'Donnell, Gilbert Morgan and the team.

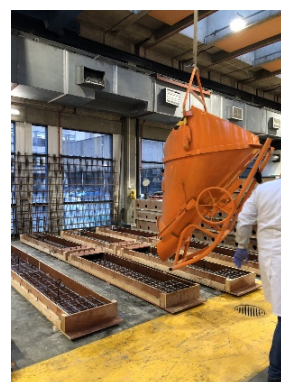


Affordable and Sustainable Solutions



Tracey Carden, National Technical Manager, worked with Bradford University to supply our Vertua ultra zero, to enable them to carry out a trial for their award winning project. The project's aim is to reduce CO2 emissions with low carbon Concrete to make panels to build affordable accommodation for low-income communities.

Thanks to everyone involved in the successful supply.





BEING THE BEST FOR SHAREHOLDERS

Presenting EXCEED; our New Operational Excellence Team



Following the appointment of Adam Leverett as Head of Operational Excellence for West Europe Materials, considerable work is underway to relaunch the department with a new vision, new branding and new team members.

Adam explains: "In 2021 the CEMEX 'OE' team are re-launching as 'EXCEED'; which means 'to be the best, to go beyond and to surpass expectations'. We are currently recruiting additional team members and we look forward to engaging regularly with the wider WEM Materials business and working together closely to share best practices and new innovations that will make CEMEX truly 'excellent'."

However, many in the business may not understand what Operations Excellence and what role this area performs – something Adam is keen to change!

Adam explains: "Operational Excellence in CEMEX is a department within our Materials business with a focus on business improvement, waste reduction, efficiency and innovation. Most importantly all our initiatives are designed to make our France, Spain and UK businesses more profitable. Formal Continuous Improvement programmes have been used for over 50 years in all types of industries and all functions ranging from manufacturing companies to service industries, hospitals and commerce."

More information will be coming soon on EXCEED, including further details on team members, but in the meantime, you can follow the team's dedicated Yammer community [here](#)

CEMEX Go Innovation Officially Ours!



On Tuesday 15th December, CEMEX officially took delivery of its new Aggregates dredger, CEMEX Go Innovation.

The ship is now owned by CEMEX UK Marine and we are excited to welcome it to the UK next year.

It's Op-Excellent To Be Out Again



Laurence Dagley, Materials Op Ex & Bus Dev Director UK Planning, really enjoyed his visit to Swinderby quarry last week. He commented on the: "Excellent focus by the team on Health & Safety and continuous improvement. Thank you Vanessa, Gary and the whole team. Stay safe."

It's great to see a photo of the quarry and colleagues from around the UK.





CEMEX Ventures Invests in Soil Connect



CEMEX Ventures, CEMEX's Corporate Venture Capital and open innovation unit, announced its investment in Soil Connect this week. This US-based digital marketplace provides a better, faster, and cheaper way for construction professionals to transport and acquire soil, aggregates, and other building materials. Soil Connect limits waste, as users can mitigate the need to dump excess materials in landfills, and it helps reduce carbon emissions by enabling users to transact at shorter distances. The Soil Connect platform connects the supply and demand of soil algorithmically based on the users' proximity and needs. By digitising the monitoring and billing tasks of land-related transactions, which have historically been carried out on paper, the marketplace facilitates transparency and helps users optimise time and costs through digital documentation (e-ticketing). Additionally, Soil Connect reduces the amount of soil currently disposed of in landfills, which results in tremendous cost savings for construction professionals. This also promotes circular economy within the sector by giving a new life to materials that otherwise, would have been discarded.

Soil Connect also favors lowering carbon emissions by reducing the transportation distance, as the platform allows users to select the desired distance within their reach to find other users with mutual interests. This investment by CEMEX Ventures is part of CEMEX's ambition to deliver net-zero CO2 concrete globally by 2050.

CEMEX Ventures Launch the 50 Most Promising Startups



CEMEX Ventures, CEMEX's Corporate Venture Capital and Open Innovation unit, unveiled its TOP50 ConTech Startups list, which includes the 50 most promising new solutions from the 2020 construction ecosystem and the cities of the future.

For more information on the 2020 TOP50 Construction Technology Startups list, please visit: www.cemexventures.com/top-50-2020/

SMART Innovation Winners 2020

PODIUM WINNERS



Congratulations to the finalists and winners of Idea Challenge 2020.

If you have not reviewed the finalist ideas yet, go to our SharePoint page [here](#). Watch the video introduction pitches and browse the slide decks they shared for Screening and presented during the Executive Review.

To find the slide decks click on the folder icons next to the idea names at the SharePoint page.

If you missed the Innovation Awards, find the recording [here](#)



Open Talent Marketplace



Carlos Rodriguez



AI-driven dynamic pricing



Mariana Medina





Gifts and Hospitalitys Reminder



As we approach different festivities and holidays, please remember that we need to act in accordance with our Code of Ethics and Business Conduct, as well as the Global Anti-Corruption Policy. Particularly in reference to gifts and hospitalitys given or received.

Please read the following policies. They can be found at:

<https://governmentinteraction.cemex.com/>

A quick guide of how to use this tool is available as a related document to the Global Anti-Corruption Policy which can be consulted in the Policy Centre (see link below).

For more information, please read the following documents:

- Global Anti-Corruption Policy available in our Policy Centre:
<http://shift.cemex.com/wikis/home?lang=en-us#!/wiki/CEMEX%20Policy%20Center1/page/Anti-Corruption%20Policy%20-%20GLOBAL?section=3>
- Code of Ethics and Business Conduct, in particular Page 27:
<http://shift.cemex.com/wikis/home?lang=en-us#!/wiki/CEMEX%20Policy%20Center1/page/CEMEX%20Code%20of%20Ethics%20and%20Business%20Conduct%20-%20GLOBAL>

Contact the Legal Compliance Area or your Local Legal department in case you have any questions.

BEING THE BEST FOR COMMUNITIES

Bake and Doughnate....



Our community charity partner organisation, PAN, are looking for volunteers to support their current social media, fundraising campaign **#BakeDoughnate**, preferably before Christmas. They have had to come up with innovative ways to raise much needed funds this year after having to cancel their usual live events.

Supporting them is very simple. We are asking volunteers to:

1. **Bake** and take a picture.
2. **Donate** £5 to Pan paninterculturalarts.enthouse.com/doughnate
3. **Share your picture** on social media with the donation link and the hashtag **#BakeDoughnate**, tag 5 friends and **Nominate** them to join the challenge.

Pan Intercultural Arts is a London based charity supporting young refugees, survivors of trafficking and young people affected by youth violence.





Fundraiser – Cash for Kids



This year has been different for many reasons, and the festivities no doubt will not be what we're used to. However, for some children this Christmas will be just the same as always and they will wake up on Christmas morning without so much as a chocolate orange to open.

Now, whilst we appreciate Christmas isn't **JUST** about the gifts, the joy a child feels while opening a gift is something that shouldn't be taken away from them, no matter what.

Last year our team in the North East helped out at the Cash for Kids warehouse, helping to distribute over 50,000 gifts to children in the North East (please check out their pictures below!) This year, for obvious reasons, they are unable to assist in person, but would still like to make a contribution, and have asked for your help. They would like to raise as much money as possible for Cash for Kids to ensure no child in the North East goes without a gift, this year more than ever.



The technical issues from last week have now been fixed. If you would like to help out, please donate here: <https://www.cashforkidsgive.co.uk/campaign/north-east-mission-christmas-fundraising-2020/fundraisers/cemex/>

No matter how big or small your donation is, it will greatly help. All images taken pre-COVID.

Launch of MPA's Nature Photo Competition 2021



Please spread the news. It's time to capture nature in all its glory by taking photos of Flora and Fauna on your operational quarries, partly or fully restored sites or any site plant. Then send in your images and compete for a range of prizes and inclusion in the MPA Quarries and Nature 2021 event and possible inclusion in

MPA calendars for 2022 or 2023.

Member Employees & Contractors Category

Full details are available [here](#) or download this [flyer](#), which can also be shared with colleagues.





Entering could not be easier. Just send your images (up to 5 - between 1MB and 5MB each in size) which should be sent as separate emails direct to MPA at naturephotos@mineralproducts.org – please read terms and conditions. These can be images of species (both Fauna and Flora) and habitats (including their landscape setting) found on operational quarries, partly or fully restored sites.

The competition is open until **16th September 2021** and any photos entered must have been taken between 1st January 2020 and 15th September 2021. Winners will be announced and showcased at the MPA Quarries and Nature event in Autumn 2021. There are two categories – firstly, for employees from our member companies and company contractors, and secondly, for volunteers at restored mineral sites.

Volunteers Category

The flyer for the Volunteers category is available [here](#). Please circulate this to your partners from wildlife and nature conservation organisations so that they can promote the competition to their volunteers.

For further information contact Rhian Geary: rhian.geary@mineralproducts.org

The RSPB's Revive Our World Campaign Needs Your Support



CEMEX and RSPB share concerns about the loss of nature and climate change. But without concerted pan-global efforts through legally binding agreements, nature continues to be threatened by humanity.

Humans have proven through working globally to find a COVID vaccine, that we can achieve great things when we work together across political and geographical boundaries.

The RSPB are asking you to support their 'Revive Our World' campaign ahead of next years global climate summit. Please add your signature to their petition using this link: <https://www.rspb.org.uk/our-work/rspb-news/news/stories/revive-our-world-launch2/>

And spread the word through social media – talk to any young person and they will tell you how important it is to act now for our future.

Need more convincing?

The pandemic brought much of the world to a standstill and for many, nature has never felt more important. From exercising in green spaces to watching garden birds, the realisation that nature is a crucial part of our lives, including for our mental and physical wellbeing, has never been more apparent.

But while we need nature, it needs us too. Our wildlife continues to disappear. The [2019 State of Nature report](#) revealed:

- **41%** of species assessed have decreased over the past 10 years
- **15%** of all wildlife in the UK is now threatened with extinction
- **2%** are already extinct





- Butterflies are down **16%** since the 1970s and familiar birds like the [house sparrow](#) have vanished by **more than half** in the last 40 years
- **40 million** birds have vanished from the UK's skies in the last half-century
- One species, the [turtle dove](#) – the UK's only migratory dove – has declined by **93%** since the 1970s, with threats including habitat loss, hunting and disease.

A lost decade for nature

The launch of the campaign comes after a major United Nations report, which will show a global failure to halt environmental decline over the last 10 years, which the RSPB is calling 'a lost decade for nature.'

In their report, '[A Lost Decade for Nature](#)', the RSPB will reveal that the UK may have met as few as just three of the 20 international targets it agreed to a decade ago, and in six areas such as loss of species and how well our land is managed for nature the UK has actually gone backwards. The RSPB believes the cause for this failure is that the targets were not legally binding, so governments were not compelled to act.

When we read information like this, the future can seem frightening and the task ahead overwhelming or feel like whatever we do as individuals it isn't enough. However, we can do something, and we *must* try and if enough of us *take action* then the task ahead will be 'do-able'.

The crisis facing nature is huge- but if everyone works together, we can achieve the impossible. And when we say everyone, we mean *everyone* - including politicians with the power to make big changes and shape the world we want to live in. The next 12 months leading up the [UN COP26 Climate Summit](#) in Glasgow in 1st -12th November 2021 will decide the next 30 years for nature, and this is a once-in-a-generation opportunity to save the UK's nature - for people, for wildlife, for the climate...

Revive Our World – is the RSPB's Green Recovery Plan for England with four key asks of the UK Government that will help to revive our natural world.

The RSPB's four key policy asks are:

1. Put tackling the nature crises at the heart of all government decisions — secure in legislation independent oversight and accountability processes alongside ambitious and robust targets.
2. Commit to investing in a greener and fairer economy.
3. Create and implement a major recovery plan for our land, freshwater and seas, including a fundamental reform of food and farming policies so that they support the recovery of nature.
4. Reduce the UK's ecological and carbon footprint through nature-based climate solutions and by securing truly transparent and sustainable trading arrangements and reforming consumption patterns.

What can we do to help?

If you're keen to support the RSPB's campaign, click through the link below where you can find out more and sign the petition asking leaders to put legally binding targets in place to Revive our World

Find out more: <https://www.rspb.org.uk/our-work/rspb-news/news/stories/revive-our-world-launch2/>





BEING THE BEST FOR EMPLOYEES

The Thanks For Your Effort Winner Is....



Jason Bournier – Sales Executive Aggregates Commercial. Jason has collaborated with the Cement Commercial Sales team on several occasions which has directly helped us gain new business in areas that we require it. He continually works close to our team in exchanging market knowledge. He has used the rapport he has with customers to introduce our commercial representatives.

Cement Commercial have benefitted, particularly Mark Brown and Glyn Blake, who have used his knowledge to gain new business and insight into certain customers. Through Jason's behaviour, CEMEX Cement have increased their revenues by circa £75,000 and it is growing.

Congratulations to Jason – the 'you're awesome' mug and the £100 voucher will be on the way to you.

Thanks For Your Effort Nominees



There were several other nominations for November's award all of which have gone above and beyond their day jobs and will get a coveted your awesome thank you mug! We think you are all awesome.

Congratulations and thank you to:

Leslie Street, Plant and Field Technician, who postponed his holiday to cover for a colleague in Scotland for two weeks. He supported colleagues and carried out the vital conformity and FPC testing the business needed.

Gemma Crawford and Jonathan Waller, Cement Planning Manager and Team Leader. Gemma and Jonathan secured a Cement delivery for the Southampton Readymix plant who had accidentally cancelled a Saturday night order. They worked late into Friday night into Saturday morning to secure a haulier and arrange the Cement delivery to the plant. This meant that the team didn't have to let the customer, Van Elle, down on the piling contract to upgrade the M27.

Thom Mason, Dave Wallinger and the Asphalt team. Who received glowing feedback from a member of the public about their incredible safety attitude and work ethic on a roundabout works they have been completing in the A15/A46. The feedback was amazing and reflects the work of the whole team on the plant who have the highest standards and delivered a first class scheme.

Lee Liggan, Todd Aldridge and Keith Brodie, Plant Manager, Plant Supervisor and Driver/Plant Operative for Dry Silo Mortar in Braintree. At the moment they are running to capacity at Braintree with the manpower they have. Last Monday a member of staff called to say they wouldn't be in and Lee, with no notice, volunteered to work 14 hours that day so that their customers would still be serviced with their orders. The plant also had a breakdown which cost them three hours of production. Todd and Keith decided that they would work the three hours they lost on the back of their usual shift to ensure the orders went out on time.





WE'X – Thank You Message



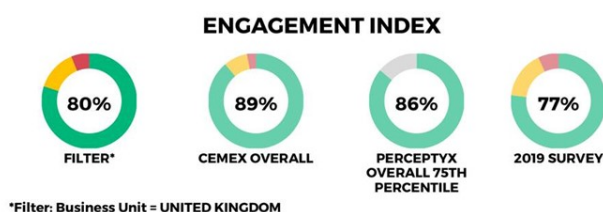
Thank you to everyone who responded to the 2020 WE'X survey; your feedback is vital to help the business understand your perceptions of working for CEMEX.

The initial results are in and we are very proud of the UK's stats – 1,281 of you completed this year's survey, which equals 68% of people in the UK business. There have been some significant improvements on 2019 results, examples of which are provided below.

Here are some of the key facts and figures from the 2020 WE'X survey for the UK:

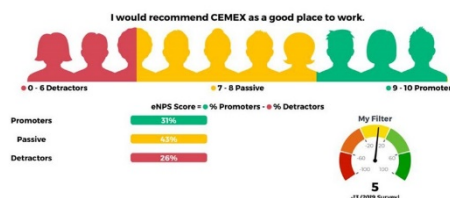
- The Engagement Index has increased to 80% vs 77% in 2019
- Our employee Net Promoter Score has greatly improved: 5 vs –13 in 2019
- 77% of people are proud to work at CEMEX (compared to 74% in 2019)
- 93% understand how their job contributes to the company's success
- 89% are committed to exceeding customer expectations

Overall Results



*Filter: Business Unit = UNITED KINGDOM

Results - Employee Net Promoter Score (eNPS)



The eNPS score is calculated by subtracting the % of Detractors from the % of Promoters to get a score ranging from -100 to +100.
Promoter: Employees who responded with a rating of 9 or 10
Passive: Employees who responded with a rating of 7 or 8
Detractor: Employees who responded with a rating of 0-6

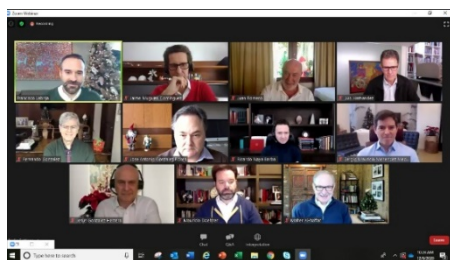
- Results from the 2020 survey are now being cascaded amongst UK business units, with Managers making plans to talk to their teams about the results and begin the process of action planning. If you haven't already, please do speak to your Line Manager and find out more about the survey response for your area.

Thank you again for completing the survey – your support and honesty helps to make our CEMEX Workforce Experience better for all.





Global Leadership Team Message



In case you missed it, here is the video recording of the Zoom meeting from the global Top Team last week:

<https://web.microsoftstream.com/video/99e77532-b595-4e90-a396-8b7be2b6ad26>

CEMEX Christmas E-cards



If you would like to send these sustainable cards to work colleagues or suppliers/contactors, please follow these simple steps:

1. Click on the CEMEX Ecards link: <https://cmx.to/ecards>
2. Pick a holiday or occasion.
3. To personalise and send a new ecard, click on the "+".
4. Add up to 50 multiple emails separated by coma, with NO spaces.
5. Personalise the subject and message.
6. Select the language of your ecard and pick a design.
7. Preview and send your card!
8. You can view the status of your sent cards in the "MY ECARDS" section.



THE UK COMMS TEAM WOULD LIKE TO WISH YOU AND YOUR FAMILIES A VERY HAPPY CHRISTMAS AND NEW YEAR.

THANK YOU ALL FOR YOUR SUPPORT OF UK NEWS IN 2020 BY PROVIDING INTERESTING STORIES AND PICTURES.

WE LOOK FORWARD TO CONTINUING TO BRING YOU ALL THE NEWS AND VIEWS AGAIN IN 2021 W/C 5TH JANUARY.

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.

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**