



Welcome to UK News 4th February 2021
your weekly update from around CEMEX UK

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BEING THE BEST FOR FAMILIES

COVID - Don't Become Complacent



BEHAVIOURS THAT SAVE LIVES

Two Safety Alerts were issued this week detailing the deaths of two employees within CEMEX who had been previously diagnosed with COVID-19. One was a colleague from overseas, while the other relates to the loss of Matthew Challenger from South Wales in December. Matthew tested positive for COVID whilst on holiday and passed away unexpectedly at home a few

days later. As you will note, Matthew was well engaged with the COVID-19 protection measures and steps were taken to ensure suitable COVID controls were in place at the site where he worked. He is greatly missed by friends and colleagues.

Both Alerts stress the importance of **immediate** self-isolation and testing in the event of **any** symptoms and seeking out early medical attention where necessary.

Something we have observed over the last couple of weeks from the COVID cases involving employees in the UK, is a small but noticeable increase in the number of people testing positive but without any symptoms (asymptomatic). While this may be a result of increased testing, it is something we will continue to monitor; it does however highlight the need to follow the 4 Key Behaviours that Save Lives...

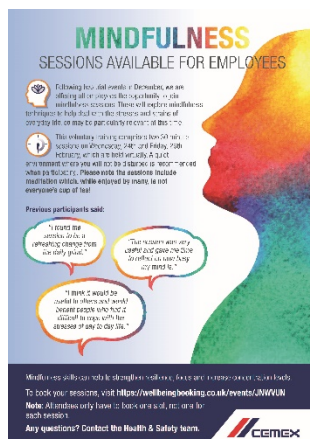
No matter how well you may feel, or if you have had the vaccine, you cannot be sure that you will not transmit the virus to a colleague, friend or loved one, who may not be so fortunate should they contract the virus.

Please discuss these Alerts with your teams, reinforcing the need to look after ourselves and each other. They can be found at the end of this document or in the download section of the UK News website: www.cemexuknews.co.uk/downloads

Alerts should also be displayed as appropriate on site notice boards.



Mindfulness Sessions Available for Employees



Following two trial events in December, we are offering all employees the opportunity to join mindfulness sessions. These will explore mindfulness techniques to help deal with the stresses and strains of everyday life, so may be particularly relevant at this time.

This voluntary training comprises two 30 minute sessions on Wednesday, 24th and Friday 26th February, which are held virtually. A quiet environment where you will not be disturbed is recommended when participating. Please note the sessions include meditation which, while enjoyed by many, is not everyone's cup of tea!

To book your sessions, visit: <https://wellbeingbooking.co.uk/events/JNWWUN>

Speak to the Health & Safety team if you have any questions, and please download and display the poster at the end of this document or in the download section of the UK News website: www.cemexuknews.co.uk/downloads on your site.

Friendly February



Goodbye January, hello friendly February. A new month a new Happiness Calendar – “The best way to cheer yourself up is to cheer somebody else up” Mark Twain.

Use the calendar from www.actionforhappiness.org at home or work to encourage you to make February a month for friendliness. It's never been more important to keep your mind healthy and positive.

Changes to Travel Bans and Quarantine Hotels



While overseas travel is currently only permitted for essential reasons, we are aware that some employees are travelling for work purposes, while some business units in the UK require contractors from other countries.

Please be aware of the changing restrictions around travel, particularly the increasing number of countries being added to the UK's 'red list', aimed to prevent spread of the variant from

South Africa. As of 4am on Friday, the UAE (which includes Dubai), Burundi and Rwanda were added to the list.

The UK travel ban list mainly covers countries in South America and southern Africa as well as Portugal and Cape Verde. People who have been in or transited through the countries on the list in the last 10 days will not be granted access to the UK. This does not include British and Irish Nationals, or third country nationals with residence rights in the UK, who will be able to enter the UK but are required to self-isolate for 10 days on arrival along with their household.



Additionally, the Government is soon going to implement new measures which mean all arrivals to the UK from countries on the 'red list' will be required to quarantine in hotels for 10 days on their arrival, without exception. These new measures will impact any employees returning to the UK, or contractors travelling to the UK for work. Please take this into consideration when making any plans and speak to your HR Business Partner if you have any questions.

For the complete list of countries subject to the travel ban, visit here:

<https://www.gov.uk/guidance/transport-measures-to-protect-the-uk-from-variant-strains-of-covid-19#travel-bans-to-the-uk---banned-countries>

Remember to Enter the CEMEX Global Health & Safety Awards



If you haven't already, don't forget to enter the CEMEX Global Health & Safety Awards. In addition to the Sector Awards, there is an opportunity for local teams across the operations to gain recognition for health and wellbeing activities, and contractor management via the following additional award categories:



- The 'Fit4Life Contribution Awards' for Health and Well-being activities, which includes the opportunity to submit COVID-19 innovative protection/prevention practices.
- Contractor Management Good Practices.

To enter these categories, the relevant single page entry form needs to be submitted by the 12th February in line with the guidance included on the slides. An independent global judging panel will assess the applicable submissions to identify the winners. There is a limit on the number of applications, so we will implement a pre-selection process if required.

Access the entry forms at the end of this document or in the download section of the UK News website: www.cemexuknews.co.uk/downloads

BEING THE BEST FOR CUSTOMERS

40,000 Tonnes of Tunnel Lining.....



CEMEX UK is providing over 40,000 tonnes of a complicated lining spray Concrete for the construction of the Thames Tideway Tunnel, the biggest infrastructure project ever undertaken by the UK water industry.

The Tunnel is being built to upgrade London's sewer system to cope with its growing population. Currently, London relies on a 150-year-old sewer system built for a population less than half its current size. As a result, during periods of heavy rain, the current infrastructure can become overwhelmed.

CEMEX's primary lining spray Concrete is being used for the shafts and launch tunnels in the central part of the project – a 12.5km stretch of the tunnel moving under central London. An extremely



complicated mix is required, consisting of eight separate constituents which when combined give ultra-high strength of +60n/mm², consistency of 600mm flow and a workability retention of two hours.

Michael May, Sales Manager for Mortars Europe, commented: “This has been a great project to be involved in, significant numbers of multi operating locations across London all with individual logistical and operational issues and challenges to overcome. This project has also been exceptionally technically challenging with the mix design once again proving how flexible and forgiving it is even when pushed to its absolute performance limits. This is now the third major project completed in London with this particular design and its now becoming somewhat of an industry standard often being asked for by its name “The Bank Mix”.

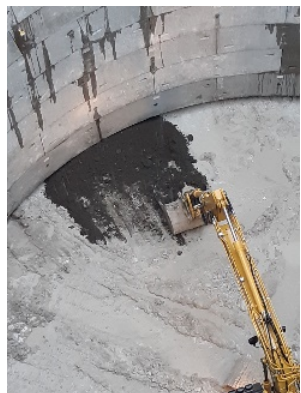
Soaking Up the Water – ISOFINES Success



A successful trial for a customer in London recently – ISOFINES 5900 in combination with clay hauled from a different customer site were used to stabilise the ground below the Concrete skirting before the sprayed Concrete would be applied. Because of the amount of water bursting in, the clay on its own could not be used.

ISOFINES are a range of superabsorbers which can be used to treat mud, tunnelling spoil, or wash pits and sedimentation pools, to dry out materials and make them easier to transport or to stabilise the ground. They significantly reduce the carbon footprint as they are made from 100% recycled materials and all the treated mud can normally be used in landfills. And it works just minutes after applying!

Thanks to Marko Svagelj, Sales Executive at CEMEX Admixtures.



Ready-mix, Steady, Go!



Another busy day for the Readymix team in the North East.

Various jobs across the patch helped us produce just under 300m³ including this single pour of 130m³ into County Durham.

Great teamwork by our plant staff and drivers to provide top service for our wide range of customers.

It is great to see the COVID restrictions in place on every site visited recently.

Thanks to Tony Coleman, Commercial Sales Representative.

Doncaster Delivers



Doncaster delivered 51.5m³ for a raft foundation using three of our eight wheelers to ensure constant supply.

Thanks to Joe Booth for providing his 32m boom pump on time, he is reliable as always.

Good Things Come In Small Packages....



A small footing completed in Wickersley, Rotherham to start the day off for our line pump.

We are happy to deliver to any job which requires a minimum of 1m³.

In other pump related news we can now announce that another truck has been added to the fleet. This will help keep up with increased demand and offer more flexibility for our customers.



BEING THE BEST FOR SHAREHOLDERS

Sheffield's New Weigh In.....



A new weighbridge arrived at Sheffield Asphalt and Aggregate Railhead for installation.

This is another investment to improve our strong portfolio of assets and deliver a top class service to our customer (and do it safely).



CEMEX Announces Sale of Certain Assets in Southeastern France



This week CEMEX announced the divestment of certain assets in Southeastern France as part of its strategy to focus its portfolio development into high growth markets.

CEMEX signed binding agreements to sell 24 Concrete plants and one Aggregates quarry in France to LafargeHolcim. These assets are located in the Rhone Alpes region in the Southeast of France, East of CEMEX's Lyon operations, which the company will retain.

CEMEX expects to finalise the transaction by early April, once closing conditions are met. No antitrust approval is required.

CEMEX expects to redeploy the proceeds from this transaction into growth projects in key markets.

BEING THE BEST FOR COMMUNITIES

Cambridge Science Centre Virtual School Trips



A reminder for all employees that we will be launching online "VirtualSchoolTrip" throughout the month of February for children of all abilities to have some science fun, all for free, as part of CEMEX UK's partnership with the Cambridge Science Centre.

Cambridge Science Centre prides itself on being a great way to get kids engaged with science and this is their way of letting children have the visit to the centre feeling.

Your children can watch at any time and the 'trip' includes a challenge to spark some experimental thinking.

Designed to be done at home with whatever is available, the challenge will get children to consider fair testing, experimental design, and data collection. For each week in February, we will launch a new show which will allow unlimited access to that show for one week (Monday – Sunday, at any time, from



anywhere). Below are the dates for each of the shows with a summary of what to expect. To access the show, please click on the URL and use the necessary password.
Enjoy!

1st February – 7th February – Gums to Bum

What goes in must come out! Follow your breakfast on its journey; watch as the food gets digested in front of your eyes and find out the specific job of each part of the digestive system.

Suitable for all ages, aimed at Key Stage 1 and 2.

Show time: 25 minutes

URL: <http://cambridgesciencecentre.org/adigestivejourney>

Password:ku664cg

8th February – 14th February – Sonic Science

Ever wondered what sound is or how it travels? How do we even know a sound is being made? Find out as we use tuning forks, speakers, ping-pong balls, smoke rings, and an oversized model of the ear to explore the world of sound.

Suitable for all ages, aimed at Key Stage 2 and 3.

Show time: 25 minutes

URL: <http://www.cambridgesciencecentre.org/virtualschooltrip/sonicscience/>

Password:tg854wf

15th February – 21st February – Stronger By Design

What dangers do firefighters face, what makes a bullet proof vest so strong, and does any of this relate to custard? This show looks at the engineering behind some of the most amazing materials that keep us safe when we're in danger. We look at the fabrics that protect firefighters from flames and water, how a woven material can stop a bullet, how many materials astronauts need to stay safe on a spacewalk, and, seriously, why is custard important?

Suitable for all ages, aimed at Key Stage 1 and 2.

Show time: 25 minutes

URL: cambridgesciencecentre.org/strongerbydesign

Password:nw427fb

22nd February – 28th February – Spectrum Science

Want to see something out of this world? Sometimes invisible light is the only way! This intergalactic show shines the light on our universe as we take a tour of the stars – using infra-red and ultraviolet sensitive cameras to explore what cannot normally be seen in our skies.

Suitable for all ages, aimed at Key Stage 3.

Show time: 25 minutes

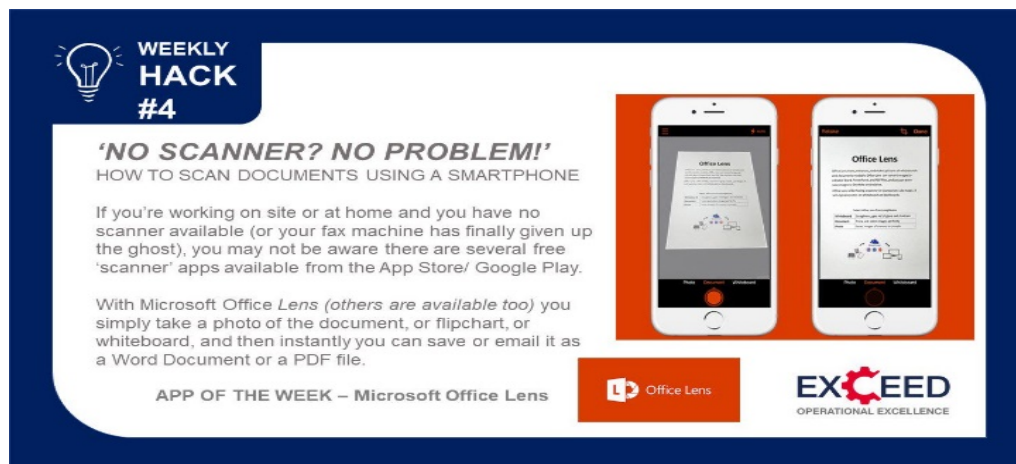
URL: <http://cambridgesciencecentre.org/spectrumscience>

Password:ks857gd



This applies to employees who are on furlough leave (they will receive full pay for holidays taken on furlough) as well as those still at work.

Weekly Hack from Exceed



Concur Update



It's now been just over one year since Concur was launched and we have taken this opportunity to reflect on the main queries received from employees, and the common pressure points with the system.

Below are some learning points which we hope will help employees as they continue to use Concur:

Access

- The original link **must** be used to access Concur on your computer:
<https://www.concursolutions.com/UI/SSO/p0031135y4ki> – this should take you straight into Concur.

General Claims

- Please allow time for the credit card movement to come through to Concur before you start your expenses (this should usually only be 2–3 days). You should not need to manually add in any items paid for on your card as this will create a duplicate cash expense claim which will be paid to you and need reimbursing to the Company. If you think you are missing some expenses that you have paid for using your Company card contact the T&E team for advice on how to proceed.
- If you use your company credit card by mistake please ensure you process the claim but contact the T&E team to get advice on how to reimburse CEMEX and correct the issue.

Warning/Error messages

- Amber warning messages (amber triangle black exclamation mark) are only warnings or prompts to check something. It does not mean you have done anything wrong and you can proceed with submitting your claim if you are happy everything is correct.



- Red warning messages (red circle white exclamation mark) will not allow you to submit your claim until they have been cleared.

Receipts

- Visa Receipts are **not** VAT receipts and expenses will be rejected if these are attached. If you do not have a receipt then you must complete the 'Missing Receipt' Declaration, which you can find the link to when you select 'attach receipt' when completing your claim. This simply asks you to confirm that it is valid business expenditure and that you have lost the receipt.
- Please ensure you obtain a VAT receipt for all fuel expenditure so that if you claim any mileage allowances the company can reclaim the VAT, which helps reduce unnecessary cost to the business. We cannot process the claim without these or need manager approval as this is extra cost for the Company.

Daily Meal Allowance

- There is a Daily Allowance for meal claims for individuals (defined per policy) which must not be exceeded. If the meal is for more than one person then you **MUST** put in the attendees otherwise it may look like policy rules have not been met.
 - If you see a yellow triangle information message about this, you can still submit the claim, but if you have exceeded the daily allowance it will be rejected by the team and Manager approval will be required to explain why policy has not been met.

Mileage Claims

- If you have a cash allowance instead of a Company Car you need to claim reimbursement for mileage by using the Company car mileage section to ensure you are correctly reimbursed. Personal car mileage claims are only for those individuals who have neither a company car nor cash allowance.

Administration

- To ensure we meet with CEMEX policies, if an individual has not completed their expenses within 60 days of making the expense then the card will automatically be blocked. It is the cardholders responsibly to ensure their claims are submitted on a timely basis to allow us to keep our financial records up to date and accurate, so you may not be notified beforehand. Please do not put yourself in this position.

If you have questions or difficulties processing your claims and a colleague cannot help you, please do contact the T&E team who can provide some guidance and support. They can be emailed at GB-T-and-E-Claims (gb-sctandecclaims@cemex.com) in the first instance or their contact number is +44 2034 575782 should you require a more immediate response.

Alternatively, if you need to escalate matters further please contact:
 Tomas Hozik (tomas.hozik@cemex.com) or,
 Alan Venning (alan.venning@cemex.com) can provide management support.

Thank you for your continued commitment to using the Concur system.



Want to Nominate a Colleague?



Who do you think deserves and Thanks For Your Effort Award?

Nominate any colleague you think has gone above and beyond their day job and demonstrated any of the CEMEX values.

Please email: gb-hrplanning@cemex.com for a nomination form or use the form on the UK News website: www.cemexuknews.co.uk

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
15-01-2021	Area Sales Manager – North ***Temporary Maternity Cover 6-9 months***	Concrete Products	Dove Holes	12/02/2021
16-01-2021	Readymix Plant Manager	Materials UK South	Angerstein Wharf	08/02/2021
17-01-2021	Quarry Manager	Materials UK South	Hatfield Quarry	15/02/2021
18-02-2021	Night Shift Electrician	Materials UK North	Dove Holes Quarry	19/02/2021
19-02-2021	Operator Maintainer	Cement Operations UK	Rugby Plant	16/02/2021

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.

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



2021 Start of Year Team Talks



You are invited to a Materials Team Talk

All CEMEX UK employees are welcome to join. We will reflect on 2020 and discuss our priorities for 2021.

Lex Russell will be hosting sessions on 10th and 12th February 2021. He will be joined by Michel Andre and leaders from across the Materials business, including Laurence Dagley, Alfonso Corujo Fernandez-Kelly, Dave Hart, Steve Crompton and Stephen Redwood.

Please pick a time 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 2021 SCHEDULE - ZOOM MEETINGS

	Date	Time	Team Talk Link and Passcode
Team Talk 1	Wednesday 10th February	1.00pm to 2.30pm	https://cemex.zoom.us/j/81590492872?pwd=QnZKdjNlZ2FITHBvQ1JpcXFSbEZmdz09 Passcode: 722654
Team Talk 2	Wednesday 10th February	3.00pm to 4.30pm	https://cemex.zoom.us/j/85752333280?pwd=ZmxWSUJyTEExREJpbjF1bGhWMEI3Zz09 Passcode: 851217
Team Talk 3	Friday 12th February	1.00pm to 2.30pm	https://cemex.zoom.us/j/87586588708?pwd=NGpQK3NBnk43emxoSEZQKzJhQmk5dz09 Passcode: 685602

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.

MINDFULNESS

SESSIONS AVAILABLE FOR EMPLOYEES



Following two trial events in December, we are offering all employees the opportunity to join mindfulness sessions. These will explore mindfulness techniques to help deal with the stresses and strains of everyday life, so may be particularly relevant at this time.



This voluntary training comprises two 30 minute sessions on Wednesday, 24th and Friday, 26th February, which are held virtually. A quiet environment where you will not be disturbed is recommended when participating. **Please note the sessions include meditation which, while enjoyed by many, is not everyone's cup of tea!**

Previous participants said:

"I found the session to be a refreshing change from the daily grind."

"The session was very useful and gave me time to reflect on how busy my mind is."

"I think it would be useful to others and would benefit people who find it difficult to cope with the stresses of day to day life."

Mindfulness skills can help to strengthen resilience, focus and increase concentration levels.

To book your sessions, visit <https://wellbeingbooking.co.uk/events/JNWWUN>

Note: Attendees only have to book one slot, not one for each session.

Any questions? Contact the Health & Safety team.



Health Awards 2020

[Insert country name]

[Business name]





Guideline



From	
Country:	xxxx
Contact:	(enter name here)
Details	
<ul style="list-style-type: none">• XXXXX• XXXXX• XXXXX	

One slide for each initiative based on the following:

- Ensure that the initiative was implemented in 2020, was of high impact and can be replicated somewhere else.
- ✓ It is important to note that this section must only include actual health (not safety) initiatives/innovations.
- ✓ This year we are including COVID-19 protection/prevention innovative good practice. This needs to be an innovative/creative good practice approach rather than just the implementation of the COVID-19 protocols. New
- ✓ An applicant is also able to submit a Good Practice that they have replicated from another operation outside of their country. This must be made clear in the slide. Examples like this are encouraged because it shows that Good Practices are being cascaded in the organization and evaluations made to determine how it can be implemented locally.

Each initiative will be evaluated considering:

- **Innovation:** level of creativity
- **Impact:** the effect that the initiative has in health benefits and the number of people that can participate in the initiative
- **Engagement:** level of involvement by leaders in motivating people and evidence of front line workers participation.
- **Transferability:** how easy it is for the other business sectors, operations and countries to replicate the initiative.

Examples of Health Issues to Combat	
Cardiovascular	Gastrointestinal
Cancer	Ear nose throat
Musculoskeletal	Neurological
Mental health	Skin (dermatologic)
Lung respiratory	Genitourinary
Eyes	Infectious Diseases
Dental	COVID-19 New
Diabetes	Others

Drug & Alcohol Prevention



From

Country: France

Contact: Isabelle Vincent (HR)/Stéphanie Godicheau (H&S)

Details

Context:

- On 17th June 2014 : Organization of the 4th CEMEX France H&S Day , focused on Drug and Alcohol Addictions.
- Main reasons to focus on addictions :
 - This initiative is a part of the human theme of Cemex France Sustainability policy.
 - Some accidents are probably due to drug and alcohol

Description:

- Employees received information about addictions :
 - What are addictions ? Information about illegal drugs, alcohol and medications
 - CEMEX current rules.
 - The taboo doesn't help colleagues.
 - How to help a colleague: how to talk with him/her, who are the contacts to help him/her.

Resources/How to roll-out:

- Organization of this event :
 - 290 managers trained (4hrs) between March and June by a specialized consultant.
 - On the 17th June : Managers were deployed in all production and administrative sites (340 sites) to talk with employees.

Benefits / Results:

- Most successful H&S Day since 4 years.
- They proposed some actions to be implemented during next months/years

Health Issues to Combat: List the ones applicable, examples: cardiovascular, mental health, neurological, others.



Initiative Name



From

Country:

Contact:

Details

Context:

-<why did we undertake the initiative>

Description:

-<what is the objective>

-<what is the audience>

-<how to engage target group to participate>

Resources/How to roll-out:

- <resources needed to roll-out: people, budget, external consultants>

- <what steps are necessary to roll-out initiative>

Benefits / Results:

- <what were the benefits/results>

- <how did we measure results>

- <how many persons participated/have been affected>

Health Issues to Combat

- < List the ones applicable. (refer to guideline).

Photo

Photo



2020 Contractor Management Awards



From	
Country:	xxxx
Contact:	(enter name here)

Details
<ul style="list-style-type: none">• xxxxx• xxxxx• xxxxx

One slide for each initiative based on the following:

Ensure that the initiative was implemented in 2020, was of high impact and can be replicated somewhere else.

- ✓ It is important to note that this section must only include actual Contractor Management initiatives/innovations.
- ✓ It is also important to note that this section must only include initiatives/innovations rather than details about routine work that should be in place anyway e.g. machinery guarding, etc.
- ✓ An applicant is also able to submit a Good Practice that they have replicated from another operation outside of their country. This must be made clear in the slide. Examples like this are encouraged because it shows that Good Practices are being cascaded in the organization and evaluations made to determine how it can be implemented locally.

Contractor Management – Safety School for Contractors

From

Country: Costa Rica

Contact: Pamela Gonzalez

Details

Context:

The importance of having a formal training process for contractor personnel, which impacts their way of thinking and brings them closer to the goal of zero4life made us create a safety school for contractors, where they undergo a process of awareness, training and evaluation. practice of procedures.

Description:

-The safety school for contractors has managed to raise the knowledge, commitment and safety culture in each of them, making them adapt safety as their priority, there is no difference between the CEMEX culture and that of a contractor.

-Sensitization program

Why safety should be my priority

At home they wait for me

A secure legacy

My future

-Resources/How to roll-out:

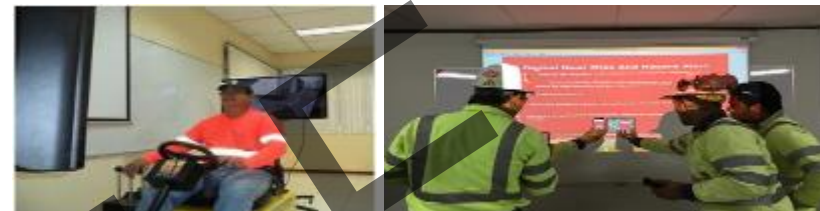
Special technical training to identify risks

Special works with electrical risk

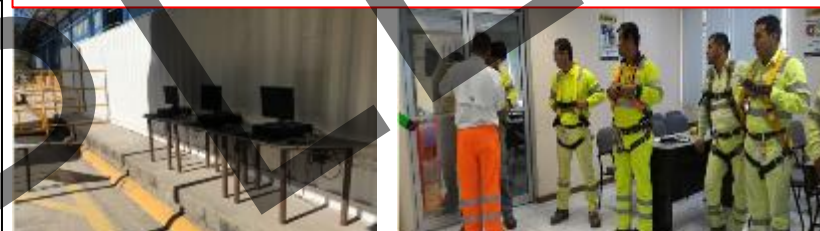
Confined spaces, etc

Benefits / Results:

- zero incidents of contractor employees
- 52% less defaults to processes
- 35% more participation in NMHA
- 25% improvement in ILS (Index of leadership in security)
- Greater productivity in each task



Driving simulator and digital certification APP



Digital center and practical tests



Awareness program



Technical programs

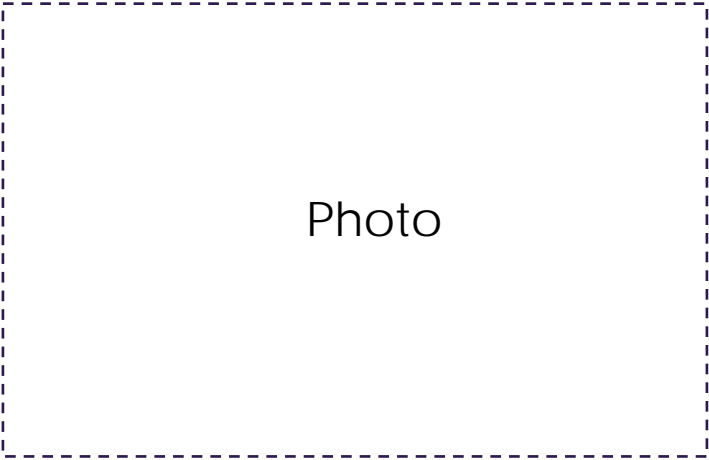
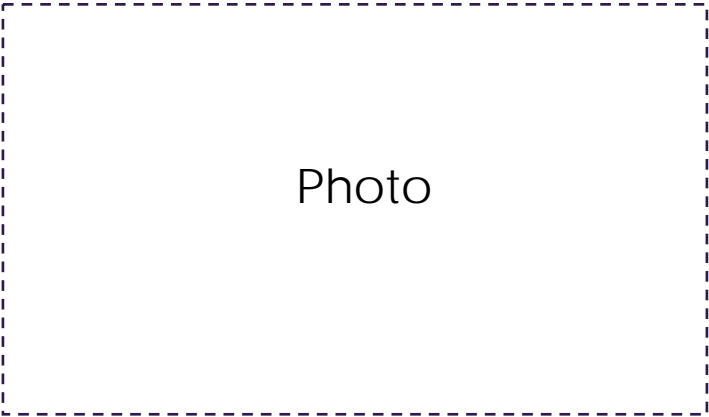


Contractor Management

From
Country:
Contact:

Details

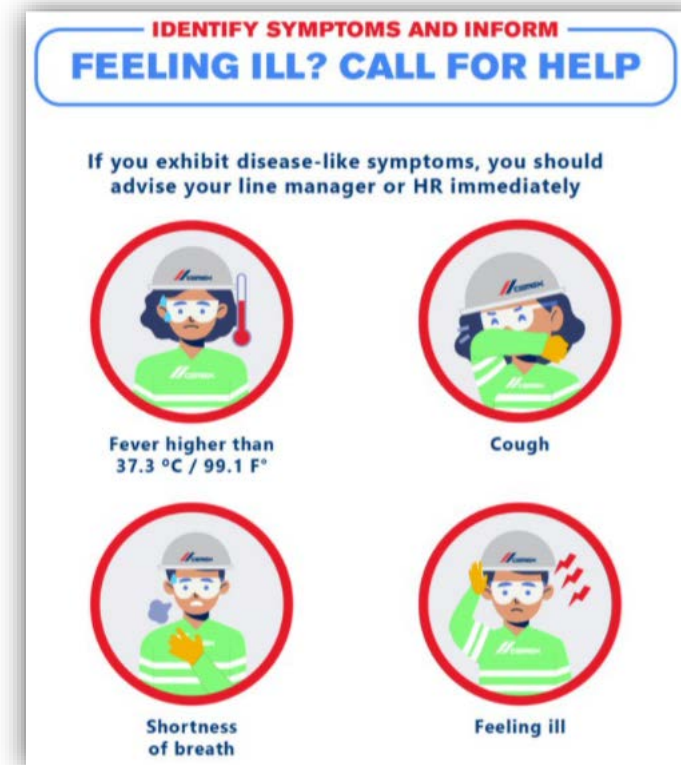
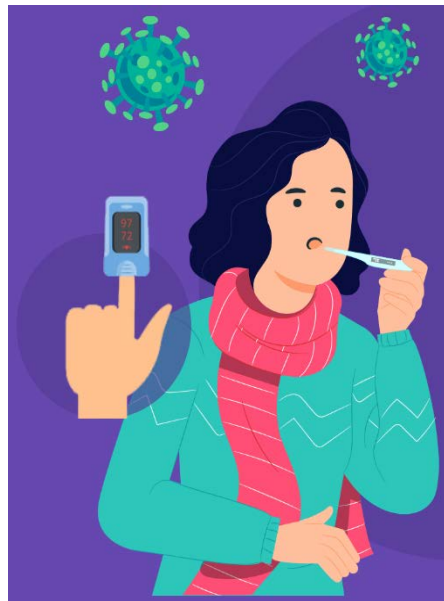
Context: -<why did we undertake the initiative>
Description: -<what is the objective> -<what is the audience> -<how to engage target group to participate>
Resources/How to roll-out: -<resources needed to roll-out: people, budget, external consultants> -<what steps are necessary to roll-out initiative>
Benefits / Results: -<what were the benefits/results> -<how did we measure results> -<how many persons participated/have been affected>



GLOBAL COVID-19 ALERT

INCIDENT DETAILS

An employee, who worked as a readymix truck driver, reported some discomfort and COVID 19 symptoms at the end of his shift. Two days later he was hospitalized, because his health had deteriorated, and he had started to experience breathing difficulties, a fever and low oxygen saturation. He was tested in the hospital and was confirmed positive. He received oxygen and medication and was closely monitored in the hospital, but after being there for one week, he then needed to be intubated and sadly, he passed away two days later.



KEY FINDINGS

- There was no available information to confirm where contagion may have occurred. The site protocols were found to be robust and family members said they were unaware of any potential exposure sources.
- Family members reported no symptoms and there were no other positive tests from colleagues at the same work site.
- It was found that our employee began to have initial symptoms 3 days before he reported them and that he carried on working.

CEMEX MANAGERS – KEY POINTS TO CHECK

- Campaigns are in place to remind employees and contractors of the need to report symptoms as soon as they occur, the value of receiving early medical advice and the need to quarantine.
- Our 4 key Behaviors that Save Lives are effectively communicated and regularly promoted to CEMEX employees and contractors and where possible, the information is extended to their families as well
- Ongoing training refreshers and campaigns are organized to maintain knowledge and awareness.
- Screening procedures at entrance and exit points of work sites engage and question people about their health condition.

ALL CEMEX PERSONNEL – ACTIONS TO TAKE

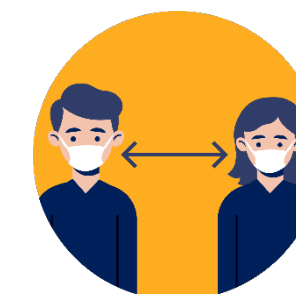
- Be aware of what the COVID-19 symptoms are, engage with your medical advisor and report the symptoms quickly to your supervisor and during the site screening processes **Early actions can save your life!**
- Never take a risk. If you have symptoms, even slight symptoms, place yourself in quarantine and seek medical advice/attention.
- Remember, always follow the 4 Key Behaviors that Save Lives at work, home and in your other day-to-day activities as well!



Identify and
Inform



Personal
Hygiene



Physical
Distance



Protect yourself
& Others

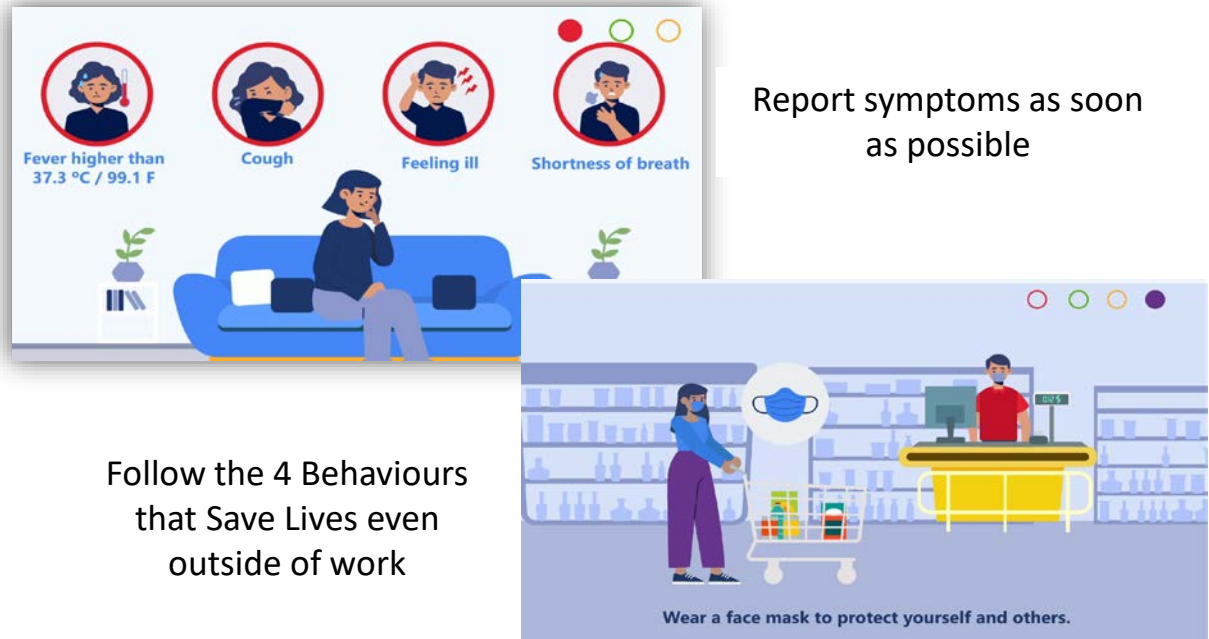
GLOBAL COVID-19 ALERT

INCIDENT DETAILS

A Readymix Plant Manager began to experience COVID-19 symptoms while on holiday from work. The symptoms included a cough, high temperature, aches and fatigue. He self-isolated and arranged a COVID-19 test and after receiving a positive result, he informed his line manager. His line manager kept in regular contact; however sadly, the Plant Manager passed away at home unexpectedly only 5 days after his positive test result.



Protect Yourself & Others including when in the community and with family members



KEY FINDINGS

- Our employee was well engaged in the COVID-19 protection measures, however he believed he caught the virus outside of work while on holiday, where infection rates in the local community were particularly high at the time.
- Leadership visits and site inspections before the fatality identified some improvement opportunities in control measures, all of which were rectified immediately
- Because our employee was on holiday, it is believed he informed his line manager upon receipt of the positive test result and not before when symptoms developed

MANAGERS – KEY POINTS TO CHECK

- All employees and contractors are aware of the need to self-isolate at the first sign of symptoms, inform their line manager and arrange a test to minimise the potential spread of the virus.
- Our 4 key Behaviors that Save Lives are effectively communicated and regularly promoted in campaigns to all employees, contractors, and through family engagement opportunities
- All employees and contractors receive CEMEX training on all the relevant protocols to avoid contagion and how to report any symptoms, especially at an early stage of the contagion.
- Regular contact is maintained with employees who are isolated to see if they need further support and to remind them of the correct isolation measures.

ALL PERSONNEL – ACTIONS TO TAKE

- Always inform your supervisor immediately if you develop symptoms, even if you are away from work.
- Never underestimate symptoms you experience and always seek medical attention at the earliest opportunity.
- Never become complacent, the virus can spread quickly in any environment. Be mindful of the potential for asymptomatic carriers.
- 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. Keep your guard up at all times!
- Promote the 4 Key Behaviors that Save Lives among your family, friends and colleagues



Identify and Inform



Personal Hygiene



Physical Distance



Protect Yourself & Others