



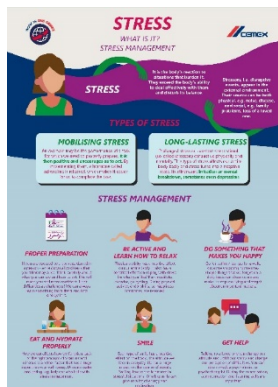
Welcome to UK News 18<sup>th</sup> February 2021  
your weekly update from around CEMEX UK

View UK News on: [www.cemexuknews.co.uk](http://www.cemexuknews.co.uk)

Follow us on twitter too: @CEMEX\_UK

## BEING THE BEST FOR FAMILIES

### How to Recognise Stress

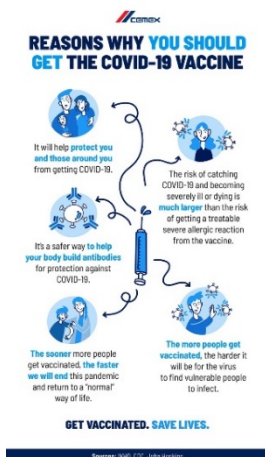


As part of CEMEX's 2021 Mental Health campaign, the Health & Safety team have created a video and poster detailing how employees can recognise stress, with simple tips and advice about where to go for help.

With the impact of the Coronavirus pandemic and ongoing lockdown measures mental health has never been more important – so do look out for each other and take care of yourself.

Please download the poster at the end of this document or in the download section of the UK News website [www.cemexuknews.co.uk/downloads](http://www.cemexuknews.co.uk/downloads) and display on sites. Also, please share the video [here](#) with your teams.

### Why Should You Get the COVID Vaccine?



CEMEX Global has shared this useful factsheet about the Coronavirus vaccine, detailing key reasons why we should get the jab when offered.

As the UK's vaccine programme continues, with some employees already receiving theirs, this may help to answer any questions you have about the benefits of the jab.

Please do share this with your teams and families; the poster can be found at the end of this document or in the download section of the UK News website: [www.cemexuknews.co.uk/downloads](http://www.cemexuknews.co.uk/downloads)

You may also have seen the new video from the NHS, featuring Elton John and Michael Caine. This is a light-hearted but simple message, aiming to show people that the jab is easy and safe. View the video [here](#).



## Use of Oximeters Following COVID Diagnosis



We have been informed by our health & wellbeing advisors, New Leaf, that Oximeters may prove useful to certain people who have been diagnosed with Coronavirus.

If you or your family members test positive for the virus, and have anything but mild symptoms, it is worth seeking medical advice at an early stage and, when doing so, ask about the suitability of the COVID Oximetry @home service.

This involves the remote monitoring of patients with coronavirus symptoms. Patients use a pulse oximeter, a small monitor clipped to their finger, to measure their oxygen saturation levels three times a day. Patients are supported by clinical staff locally, so that if they need further treatment they can be admitted to hospital at the right time.

You can find out more about the Oximetry @home service: <https://digital.nhs.uk/coronavirus/covid-oximetry-at-home-digital-and-data-services>

## BEING THE BEST FOR CUSTOMERS

### CEMEX Presents Engineered Asphalt Concrete for Housing Estate Roads



CEMEX is proud to present VIABASE®, an engineered Asphalt Concrete specifically designed for use in the construction of housing estate roads.

Perfectly timed to support construction companies as they strive to meet the government's ambition to increase levels of housebuilding, VIABASE meets the challenges faced by roads on housing developments, where the final surface course is only laid once all building work has been finished.

While the use of standard materials can run the risk of damage to the asphalt as they are exposed to the rigours of construction traffic, VIABASE uses carefully graded aggregate and a high binder content to ensure it is more able to resist the impact of these heavy vehicles.

Providing a smooth, dense surface finish, VIABASE is resistant to deformation and less prone to fretting and ravelling. Additionally, the product's close surface texture allows for easier cleaning once construction has been completed prior to the final application of surface course.

VIABASE will also help housing developments to meet the requirements detailed by the government in its construction playbook, which has asked for the industry to move towards sustainable solutions that are high performing, with longevity at the core of decisions when specifying.

As well as roads on housing developments, VIABASE is also ideally suited to other areas that are used by heavy duty vehicles, such as farm roads and tracks, large parking areas and industrial construction sites.



Carl Platt, Director of Asphalt, Paving, and Building Products for Europe, commented: “The government has been clear that housebuilding levels need to increase, with an aim for 300,000 new houses a year to be delivered. To meet this demand, our construction customers need quality, resilient products that offer solutions to specific issues that arise at these developments.

With VIABASE, we are pleased to offer a way to ensure the longevity of housing development roads, which standard materials struggle to provide if the surface course is not placed soon after. VIABASE provides a highly durable, low maintenance surface which will meet the challenges presented by heavy duty vehicles and prevent long term problems in the overall pavement construction.”

VIABASE is produced at all CEMEX asphalt supply plants across the UK and can be delivered or collected.

### LabExperts Supports University of Salford

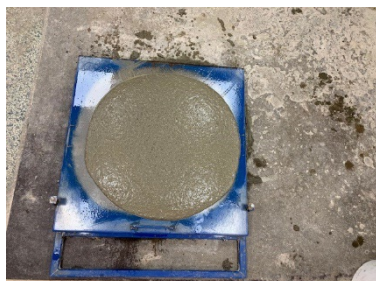


Since its UK launch in July 2020, LabExperts continues growing from strength to strength. While providing construction materials testing to various materials suppliers and contractors, the team are also supporting education institutions with live streamed practical and theoretical sessions and testing.

Mike Higgins explains: “We kicked off a new project with the University of Salford last week where our Technicians are working with a Phd student on a Low Carbon Asphalt project.

We understand the importance of supporting future generations of engineers and specifiers and see this as an ultra-early intervention in their careers to promote the CEMEX brand.”

### Technical Team Supports HS2



Richard Kershaw and the Technical team have been busy in the laboratory, completing a series of trials on our Dry Silo sprayed concrete product.

Trials were on behalf of SCS, contractor for HS2, who required an understanding of water demand on measured flow to ensure compliance with the specification.

Thanks to Sean O'Donnell and Simon Cummings for their help in the lab and Daniel William Ball for organising the samples.

The team will move onto full scale type test trials at Dove Holes in the near future.



## BEING THE BEST FOR SHAREHOLDERS

### CEMEX Launches call for the CEMEX Building Award 2021



CEMEX has announced that the 2021 CEMEX Building Award registration, Mexico and International editions, is now open.

The call for participation in the CEMEX Building Award is open for all construction professionals who can register their work and find participation bases online at [www.premioobrascemex.com](http://www.premioobrascemex.com)

Registrants may participate in the Residential Housing, Affordable Housing, Building, Collective Space, and Infrastructure categories, as well as four special awards: Universal Accessibility, Sustainable Building, Construction Innovation, and Social Value.

The CEMEX Building Award honours the best construction projects in Mexico and the world, as well as the professionals who make them possible. Since its creation in 1991, the award has become a benchmark in the construction industry, recognising projects that stand out for their design, innovation and promotion of environmental preservation while offering better solutions for their users and communities.

The contest promotes creativity and encourages the development of best construction practices while tracking those innovations that will become the new building standards of tomorrow.

The competition was suspended in 2020 due to the COVID-19 pandemic. Consequently, the projects registered last year will be considered this year, and those who left their registration incomplete will be able to finalise it during the current call.

In 2019, in the International Edition, 32 projects from 14 countries participated, including Congress Palace and Hotel Palma de Mallorca in Spain, Water and Light Pavement in France, Finca La Caja School in Costa Rica, and Gramalote Marketplace in Colombia, among others.

Under the slogan “Ideas that build life,” the CEMEX Building Award recognises those works that begin as mere ideas and end up being construction projects that give value to those who interact with them.

### Message from Rogelio Zambrano



**Friday 12 February:** Today was a great day for our company. Early this morning, we reported very good fourth quarter and year-end results. Despite one of the most challenging years in recorded history, thanks to your hard work, our numbers were strong, and the confidence of our customers and shareholders remains as strong as ever.

Later in the day, I had the pleasure of watching Tigres, our company's soccer team, compete in the final of the FIFA Club World Cup, while wearing the CEMEX





logo on their chest. A game in Qatar may seem to be a world away from our financial reporting, but to me it is not.

To me, both are a demonstration of hard work, commitment, and passion putting us that have CEMEX in our hearts at the top of the world stage. All of us in the CEMEX family have united during the most challenging times and achieved extraordinary results.

I want to take this opportunity to recognise all of you for your hard work and commitment. I hope that you share the strong feeling of pride I am experiencing, and that you are as motivated as I am by the great successes we have had. Today, Tigres put CEMEX at the top of the mountain of global sports. At the same time, we all reinforced CEMEX's position as the best building solutions company in the world.

Despite the hardships and the painful losses of the past 12 months, we continue enduring and competing with the best of the world. We have achieved great things so far, and I am sure the best is yet to come and 2021 will be a year to remember.

Best regards,  
Rogelio Zambrano

## BEING THE BEST FOR COMMUNITIES

### CEMEX Leads in Climate Action by Switching to more Sustainable Energy Sources



On International Energy Day CEMEX is proud to be a sector leader in switching to renewable energy sources.

Since 2019, CEMEX UK has used 100% renewable electricity at all sites supplied by energy, services and regeneration group ENGIE, who have been providing electricity to over 150 CEMEX UK sites for more than 10 years. The commitment helped to drive the decarbonisation agenda in the UK, and CEMEX also takes

advantage of ENGIE's demand-side services, such as load management to avoid peak tariffs and rapid frequency response.

Then in 2020 CEMEX announced a similar commitment for its 32 plants in Poland. All electricity purchased now comes from renewable sources, including wind energy, via its long standing energy partner PGE Obrót. In September of the same year CEMEX announced that together with partner Synhelion, an innovative technology has been developed that eliminates carbon dioxide (CO<sub>2</sub>) emissions in the cement production process by using solar energy. CO<sub>2</sub> emissions will be captured and then converted into synthetic fuels using Synhelion technology.

CEMEX is perfectly positioned in Europe to also lead the construction materials sector in cutting emissions following many years of diligent carbon reduction and alignment with EU regulations and environmental policies. In 2020 it aligned with new EU aspirations to reduce CO<sub>2</sub> emissions by at least 55% by 2030, and reached the Company's global 35% CO<sub>2</sub> reduction target a decade early.

CEMEX's Climate Action strategy launched in February 2020 outlines the company's vision to advance towards a carbon-neutral economy and to address society's increasing demands more efficiently. In



CEMEX, we believe that climate change is one of the biggest challenges of our time and support the urgency of collective action.

### New ISO 14001 Certificate for 2021



CEMEX has just been issued with our new ISO 14001 certificate for 2021 which covers all UK materials sites, so it is important for sites to have a copy of as well as customers.

Each site is listed separately on the document, which you can download from the UK News website: [www.cemexuknews.co.uk/downloads](http://www.cemexuknews.co.uk/downloads)

This certificate is also available on the [Sustainability SharePoint](#) page.

### Reminder – Cambridge Science Centre Virtual School Trips



A reminder for all employees that we are holding 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.

**Please note: the ‘trips’ are only available for the week specified – so Stronger by Design will only be available until 21<sup>st</sup> February, with Spectrum Science launched the week after.**

To access the show, please click on the URL and use the necessary password.

#### 15<sup>th</sup> February – 21<sup>st</sup> 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](http://cambridgesciencecentre.org/strongerbydesign)**

**Password: nw427fb**

#### 22<sup>nd</sup> February – 28<sup>th</sup> 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

For more information on the Cambridge Science Centre, please visit <http://www.cambridgesciencecentre.org/>.

If you require any assistance or have any technical issues, please contact CSR Specialist Andlyn White at [andlyn.white@cemex.com](mailto:andlyn.white@cemex.com) Please feel free to share your experience and photos!

## BEING THE BEST FOR EMPLOYEES

### A Message from Fernando González....



Dear Colleagues,

We have learned to successfully leverage technology in our work schemes, especially during the pandemic. We have also seen the challenges of being “always connected”.

Your feedback through the WE’X Survey gave us great insights on these challenges as well as other opportunities for improvement regarding our workforce, specifically in terms of work-life balance.

In response, I am very pleased to announce our new global guideline on Digital Citizenship, focused on three principles:

- Protecting employees’ personal data by following the highest standard in laws and regulations to protect your privacy and data from cyber-threats
- Respecting employees’ use of time by promoting the effective and efficient use of working and collaboration hours
- Recognising employees’ right to disconnect by promoting behaviours that allow being off-the-grid outside working hours

You can consult the full guideline [here](#). We expect to continually share recommendations and tools to develop and evolve our digital habits. I’m counting on you all to adopt and promote these work principles with your teams. Let’s all improve our digital behaviours.

Best regards and please stay safe,  
Fernando

### Materials Team Talks – Feedback Please



Did you attend one of the Materials Team Talks last week? If so, we’d love to hear your feedback – we’ve created a short survey which should take no more than five minutes.

Please complete it [here](#).



## Environmental Activism Guidance for Employees



Following a recent security incident, the Security and Supply Chain teams have created a guidance document for employees, particularly drivers and IHCs.

This details what to look out for while visiting sites and making deliveries, and also what action to take in the instance of any protest action or suspicious activity.

You can view the guidance at the end of this document or in the download section of the UK News website: [www.cemexuknews.co.uk/downloads](http://www.cemexuknews.co.uk/downloads)

Please share with your teams and other employees and encourage all to remain vigilant.

## Mindfulness Sessions



CEMEX is offering all employees the opportunity to participate in a mindfulness session. This is entirely voluntary and comprises of two 30 minute sessions on Wednesday 24<sup>th</sup> February and Friday 26<sup>th</sup> February. These will explore mindfulness techniques to help deal with the stresses and strains of everyday life. So, may be particularly relevant at this time.

Please book onto one slot via: <https://wellbeingbooking.co.uk/events/JNWWUN>

Any questions please contact the Health & Safety team.

## Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
23-02-2021	Bulk Tanker Day Driver x 5	Cement Logistics	Tilbury Cement Plant	22/02/2021
24-02-2021	Sales Agent	UK Materials – Readymix	Rugby Office	18/02/2021
25-02-2021	Internal Sales Executive	Materials UK Readmyix	Rugby Office	19/02/2021
26-02-2021	Cash Sales Agent	Materials UK Readymix	Rugby Office	19/02/2021
27-02-2021	Relief Plant Manager	Materials UK Midlands	East and West Midlands	02/03/2021





28-02-2021	LGV Driver Class 1 x 2	Supply Chain Logistics	Gorton Plant Manchester	02/03/2021
29-02-2021	LGV Driver Class 1	Supply Chain Logistics	Jarrow Wharf	02/03/2021
30-02-2021	LGV Driver Class 1 x 3	Supply Chain Logistics	Strouton	02/03/2021
31-02-2021	Fitter	Building Products	Buxton	03/03/2021
32-02-2021	Multi Skilled Operative	Materials UK South	Angerstein Wharf	03/03/2021

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](mailto: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.

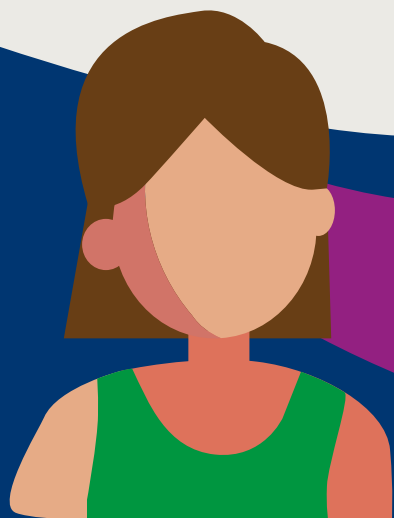
Support with everything from consumer rights to bereavement, depression & anxiety to childcare.

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



# STRESS

## WHAT IS IT? STRESS MANAGEMENT



### STRESS

It is the body's reaction to situations that burden it. They exceed the body's ability to deal effectively with them and disturb its balance.

Stressors, i.e. disruptive events, appear in the external environment. Their source can be both physical, e.g. noise, disease, and social, e.g. family problems, loss of a loved one.

## TYPES OF STRESS

### MOBILISING STRESS

An example may be the performance of a task for which we need to properly prepare. **It is then positive and encourages us to act.** By implementing them, a hormone called adrenaline is released, which makes it easier for us to complete the task.

### LONG-LASTING STRESS

Prolonged stress or constant stress stimuli (so-called stressors) exhaust us physically and mentally. This type of stress affects our entire body badly and stress turns into a negative state. Its effects are: **irritation or mental breakdown, sometimes even depression.**

## STRESS MANAGEMENT



### PROPER PREPARATION

If you are stressed by a conversation with a person - write down all problems that you think may arise. Think carefully about what you can say and how to act. This will make you feel more confident. Treat difficulties as challenges! We can always learn something from them and find energy in it.



### EAT AND HYDRATE PROPERLY

How we eat affects how we function. Lack of the right amount of vitamins and minerals is another factor that has a huge impact on your well-being. Drinking water and eating regularly can also help with stress management.



### BE ACTIVE AND LEARN HOW TO RELAX

Physical activity has a positive effect on our entire body. It also has a beneficial effect on coping with stress. Do what you like? Run, meditate, exercise, go cycling. During physical activity, endorphins, i.e. happiness hormones, are released.



### SMILE

Each type of smile has a positive effect on the body. The attitude we face in everyday life has a huge impact on the course of events. Smiling lowers the heart rate in stressful situations. One big smile can give us a lot of energy and motivation!



### DO SOMETHING THAT MAKES YOU HAPPY

Go for coffee / tea, go for a walk, do some shopping. Sometimes simple things that we forget on a daily basis can cheer us up and make us stop worrying and forget about unimportant matters.



### GET HELP

Talking to a loved one can change our attitude and uplift our spirits and change our perception of difficulties. You can also consult a psychologist or psychotherapist. During the conversation, communication and listening skills are important.

# REASONS WHY YOU SHOULD GET THE COVID-19 VACCINE



It will **help protect you and those around you** from getting COVID-19.



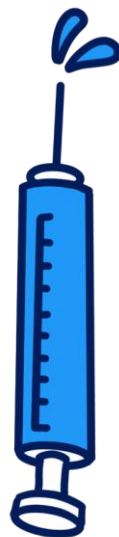
It's a safer **way to help your body build antibodies** for protection against COVID-19.



**The sooner** more people get vaccinated, **the faster we will end this pandemic** and return to a "normal" way of life.



The risk of catching COVID-19 and becoming severely ill or dying is **much larger** than the risk of getting a treatable severe allergic reaction from the vaccine.



**The more people get vaccinated**, the harder it will be for the virus to find vulnerable people to infect.

**GET VACCINATED. SAVE LIVES.**



# Environmental Activism Employee Guidance

## Security Incident

On Thursday 28th January, the man pictured was observed taking photographs of Rugby Cement Plant, Southam Quarry and the lorries coming and going from both sites. When challenged by a vigilant driver, the male covered his face with a balaclava, refused to speak and continued photographing the driver and his lorry. Police have been informed.

It is believed this man may be linked to Environmental activists, particularly those opposed to HS2 who may seek to disrupt business. As a result the threat level of possible protest action against CEMEX is now **HIGH**.



**Health and Safety will always be the #1 priority for CEMEX. This applies to everyone, including protesters.**

## What do I need to do?



All staff must remain vigilant and report any suspicious activity or signs that a protest may be developing.



If faced with protest action all CEMEX deliveries should proceed with extreme caution and only complete the delivery if it is safe for all concerned to do so.



If there is a police or security presence, drivers should comply with the directions of police and or site security.



If safe completion of the delivery is not possible, drivers should retreat from the site and seek immediate advice from their CEMEX manager



**Under no circumstances should CEMEX representatives engage with protesters.**



**Do not attempt to film the protests with your phone or tablet as this is likely to antagonise the situation.**

Details of any protest related incident should be debriefed via CEMEX UK Security, including vehicle borne CCTV coverage if available.





## What to Look For

- **Suspicious activity** including photographing and observing site activity and vehicle movements
- **Lorry surfing** – Protesters will risk their own safety by attempting to board supply chain vehicles.

In such circumstances the vehicle should be brought to a safe stop immediately and remain stationary until the issue is addressed by police and it is safe to continue

- **Walking road block** – Protesters will seek to prevent or frustrate the supply chain by conducting a slow paced walking road block at the site or on approaching roads.
- **Static road/site entrance block** – Protesters will seek to block access to the site using a variety of means



- **Site occupation/'Die-Ins'** – Protesters may occupy the site, utilising vehicles and caravans purporting to be site visitors whilst carrying clandestine groups of people into the site aboard the vehicle, trailer or caravan. In some cases they may lie stationary on the ground and fake death
- **Tree House Occupation** – across various sites, protesters have taken up long term residence in tree houses, aimed at frustrating the clearing of the site.

- **Lock-Ons** – Protesters lock themselves to each other or to buildings, trees or similar fixtures, frustrating site activity. 'Lock-Ons' require specialist police teams to dismantle. They are effective and cause considerable and lengthy disruption.

