



Welcome to UK News 11th March 2021
your weekly update from around CEMEX UK

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BEING THE BEST FOR FAMILIES

Marine Supports Officers with Mental Health Training



The UK Marine team are going to be working with ISWAN (International Seafarers Welfare and Assistance Network) to provide our senior officers with training in Mental Health Awareness course, tailored specifically to the marine environment. This mental health awareness training provides an introduction to mental health awareness for management-level personnel on shore and on board ships in understanding mental health, recognising the signs of mental health problems and first response to concerns that can arise on board.

Matt Bland commented: "It is important to recognise that the challenges and stresses faced by those on our ships can be very different to those in our land-based operations. This training will help our senior officers to better support our crews and look after their wellbeing. Mental health issues can affect us all, so this training will help to raise awareness and increase understanding of common mental health problems, while empowering officers to build better team relationships."

ISWAN is a membership organisation which works to promote and support the welfare of seafarers all over the world. Seafarers bring us 95% of the things we use every day and take care of us when we travel by sea, but their lives are often tough. They experience long periods away from family and friends with limited or no communication, fast turnaround of ships in ports with severely restricted shore leave, reduced crew numbers and increased workloads. Welfare services and facilities both on board and ashore can be a lifeline for seafarers.

Reminder: March Mindfulness Sessions



We wanted to remind employees that they have the opportunity to join mindfulness sessions in March. 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 virtual training session comprises two 30 minute sessions on Wednesday 17th and Friday 19th March at 11am. 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: [here](#) Note: attendees only have to book one slot, not one for each session. Any questions please contact the Health and Safety team.

COVID-19 Vaccine Pulse Survey for Employees



The global team has asked for our support with a short survey to determine employee perception and willingness to get vaccinated against COVID-19. This survey has been developed for CEMEX employees in all countries and can be accessed here:

<https://ondemand.perceptyx.com/odcememeaapulsecheck/dc/>

Participation in the survey is entirely voluntary and anonymous – the survey will be conducted by Perceptyx, an independent institute from the USA. Perceptyx supports CEMEX in the design, administration and reporting of all survey programs such as the Engagement Survey. Your responses and feedback will be used on an aggregate (anonymous) basis for reporting and analytical purposes only.

If you are comfortable providing your opinion it would be greatly appreciated. Please speak to your HR Business Partner if you have any questions. Thank you for your support.

COVID Safe Behaviours are still Needed



Identify and Inform



Personal Hygiene



Physical Distance



Protect Yourself & Others

It is tempting with the return of children to schools and the vaccination programme well underway to relax our COVID safe behaviours.

Now is the time to be even more vigilant and on top of it. If we relax now the virus could spread to those who either haven't had the vaccine or are still at risk.

Please remind your teams and families that correct behaviours still save lives: wash your hands, stay a safe distance, wear a mask and inform people as soon as you get symptoms.

Together we can stop the spread at work and at home, and continue to protect our colleagues, friends and family.

World Salt Awareness Week 2021



This week is Salt Awareness Week the theme is 'More Flavour, Less Salt!' We know that too much salt is bad for our health so try to cut down this week and replace it with other flavours.

The COVID-19 global pandemic has changed our lives in many ways, including how we eat. Restrictions put in place to help slow the spread of the virus have meant that rather than socialising and eating in restaurants, cafes and outdoor markets, we are now spending more time at home. With this increased time at home has come an increase in home cooking and an



opportunity to hone our favourite recipes or even get creative in the kitchen with new recipes and flavours.

It may seem as though the only way to add flavour to home-cooked meals is with a big pinch of salt, but there are so many other ways to ensure your food packs a flavour punch! This Salt Awareness Week, there are some simple tips to help you use less salt, including:

- Replacing salt with chilli, citrus, fresh herbs, garlic, black pepper and spices
- Cutting back on sauces such as soy sauce, ketchup and salad dressings which can contain lots of hidden salt
- Using lower salt-stocks, or making your own low-salt stock

And remember – ALL salt is salt (even the posh sea, rock and pink salts!) but there are low-sodium alternatives for those who need a little more time to adjust to a less salty taste.

This Salt Awareness Week help us celebrate home cooking – the meals that shape our cultures and societies, the meals we grew up with and the recipes we've tried and loved. All with More Flavour, Less Salt!

Find out more at: <http://www.worldactiononsalt.com/awarenessweek/world-salt-awareness-week-2021/>

BEING THE BEST FOR CUSTOMERS

Super Speedy Supaflo® Rapide



CEMEX has added a new pumpable self-smoothing, levelling screed to its portfolio; Supaflo® Rapide screed. Based on an enhanced Calcium Sulfate binder, this product presents considerable time-saving benefits during installation, while also dramatically cutting down drying time and offering an improved carbon footprint compared to traditional screeds.

Extensive laboratory testing and plant trials have demonstrated that floors installed with Supaflo® Rapide screed, at typical thicknesses, achieved a moisture condition of <75% Relative Humidity (RH) at between 10 and 15 days under controlled conditions.

This means that it is often possible to apply moisture sensitive floorcoverings, such as adhered vinyl and engineered timber flooring, around two to four weeks after the screed was installed; about half the time that it would take for a standard Calcium Sulfate based flowing screed to dry.

Supaflo® Rapide is laid at reduced thicknesses and up to 2000m² can be installed in a day, this provides significant productivity benefits and improved resource efficiency for customers.

Perfect for all domestic and light commercial applications, including bathrooms and toilets, Supaflo® Rapide retains all the benefits of standard Calcium Sulfate based flowing screeds – such as ease of placement, dimensional stability, minimal plastic shrinkage and reduced potential for cracking, improved thermal conductivity. The product is self-compacting and can be installed on large scale projects.



Steve Crompton, Director of Quality and Product Technology for CEMEX Materials West Europe, commented: “Our technical expertise has enabled us to develop a new, more sustainable, premium quality screed that will help increase the efficiency of the job site, allow effective use of labour and improve the climate impact of projects. Supaflo® Rapide uses an enhanced Calcium Sulfate binder and the latest admixture technology to cut down on drying time, whilst maintaining the speed of installation associated with these types of screeds.

This will greatly benefit construction companies as they juggle the ongoing challenges of site working requirements alongside increasing demand for fast and safe completion of jobs with a lower environmental impact.”

For more information about Supaflo® Rapide visit: www.cemex.co.uk/supaflo

Merseyside Ops Team Get the Job Done



It's great to see positive stories about our operations being shared on LinkedIn.

Paul Cheeseman, Readymix Operations Manager, praised the hard work of the Merseyside Operations team last week: “I get nervous promoting the great work my CEMEX UK Merseyside operations team do, as with my luck it usually means a breakdown the next day, but the team keep doing what they do best.”

“Another 255m3 supplied from Ellesmere Port plant today, all in 7½ hours, averaging 34m3 an hour. Not bad for the old dry batch plant that was first put up in November 1974. Thanks to Plant Managers: Kev and Gary Wellsbury and thanks to Geoff Jackson – IHC NW Mixers Ltd, Malcolm Walsh – IHC M Walsh Haulage Ltd, Peter Panter – IHC GKT Haulage Ltd amongst others, for

providing safe and efficient deliveries.”

BEING THE BEST FOR SHAREHOLDERS

US\$25 Million to Phase Out Fossil Fuels at Rugby Cement Plant



CEMEX is investing US\$25 million in a new system to replace fossil fuels at its Rugby Cement plant in the UK, as part of its “Future in Action” program to achieve carbon neutrality.

The new system, which incorporates the use of green hydrogen in the production process, is expected to be fully operational in June 2021. Once completed, it will have the capability to operate at 100% with alternative fuels.



This important investment is designed to reduce the site's consumption of fossil fuels. CEMEX is one of the largest contributors to the circular economy and a leader in using alternative fuels with over 60% use across its European operations, significantly higher than the industry average. In the UK, CEMEX also obtains 100% of its electricity from renewable sources.



The project, which is part of a US\$100 million investment program in the UK that has contributed towards reducing CO2 emissions from European operations by 35% from 1990 levels, 10 years ahead of its global business target, is instrumental towards reaching its commitment of at least 55% CO2 reduction in European operations by 2030, in line with the European Commission's aspiration for all its member states.

"We believe that this very significant investment in this upgraded facility supports CEMEX's position to minimise the use of fossil fuels for both environmental and economic reasons. It will enable the Rugby plant to consistently operate with up to 100% alternative fuels, which will contribute to our climate action targets," said Sergio Menendez, President of CEMEX Europe, Middle East, Africa & Asia.

CEMEX Participates in Santolea Dam in Spain



CEMEX is participating in the construction of the Santolea Canyon Dam, one of the most important hydraulic infrastructure projects in Spain, which will help promote significant economic and social benefits, under safe and sustainable conditions.

Construction of the Santolea Dam began in November 2018, and it is expected to be completed during the summer of 2021. CEMEX supplies all cement needed for this infrastructure from its plant in Morata de Jalón. The concrete pouring began in

March 2020 and has been worked on uninterruptedly 24/7 by teams of professionals specialised in this type of project.

"We are very proud of our participation in the construction of the Santolea Canyon Dam, a key project requiring materials and solutions of the highest technical and environmental specifications" said Sergio Menendez, President of CEMEX Europe, the Middle East, Africa, and Asia. "The new Santolea Dam will greatly contribute to support sustainable growth in the region."



The dam will have a maximum height of 59 metres and 220 metres in length, which will allow the storage of approximately 105 cubic hectometres of water that will supply a vast region with significant hydrological needs. The dam is estimated to benefit some 2,000 farmers and ranchers.

CEMEX Announces Plans to Expand Operations in the Dominican Republic



CEMEX expects to recommission one of its production lines at its plant in San Pedro de Macoris, Dominican Republic, which will provide a 33% increase in its production capacity in the country. This increase would boost the cement industry's self-sufficiency and would strengthen CEMEX Dominicana's position to serve the growth of the construction sector in the Caribbean.

CEMEX anticipates reactivating line 1 of the San Pedro de Macoris plant to increase its existing clinker production capacity by more than 500,000 metric tons per year, implementing state-of-the-art technologies to improve efficiency and remain aligned with international environmental standards.



The planned reactivation of line 1, currently scheduled for the last quarter of 2021, is part of CEMEX Dominicana's growth plan, seeking to strengthen its capacity to respond to the local market's demand as that of the export market, maintaining its firm commitment to the quality of service it provides to the Caribbean construction sector.

Currently, CEMEX Dominicana supplies more than two million metric tons of cement and clinker to the Dominican and export markets, the capacity of which is expected to increase with the reactivation plans for line 1.

BEING THE BEST FOR COMMUNITIES

Blooming Marvellous...



In October 2020 a local school asked Paul Kania, Works Manager Concrete Products Buxton, for help with supplies to make some garden planters. Paul spoke with the teacher and offered some pallets. Obviously due to COVID they couldn't go on site to lend-a-hand but this was a way the team could help the local community.

Paul Kania commented: "This was a great little project we could easily help with during the pandemic. Community projects have been hard to lend-a-hand with currently."

The school sent a little thank you message and some pictures of what they have built. We are looking forward to seeing the pictures in bloom and how the children get on cooking the veggies!"

Here is the note: *"Thank you for the pallets which you kindly donated to school. We are starting to see things grow now that the weather is improving. I'll take some more pictures when the flowers bloom."*

We currently have tulips, daffodils, leeks, garlic, raspberries, and potatoes in the planters. Soon we will have sweet peas and garden peas. When some of the vegetables are ready, we will cook them in school for all of the Reception children to try. The children really enjoyed planting the flower bulbs before Christmas."

CEMEX Helps Rare Species of Sheep



CEMEX, in collaboration with OVIS, A.C., participated in the release of a Desert Bighorn sheep group to the wild within the Sierra El Viejo area in the Mexican state of Sonora. This effort is made in coordination with Mexico's Secretariat of Environment and Natural Resources and Sonora's government.

The 13 Bighorns released for restocking purposes came from UMA El Plomito Ranch and were in the quarantine and pre-release pen.

This quarantine process began with nine specimens, but in the last week of December, the birth of four offspring occurred.



This release is of the soft type since the specimens had a drink and food supplement inside the pre-release pen, and once released, they will be able to explore the outside of the enclosure and thus begin their introduction to wildlife.

UMA El Plomito Ranch is located within the desert bighorn management region for Sonora's state, in the Sierra El Viejo area, so their integration into the wild area must be favorable because they are used to its climatic, environmental, and terrain conditions that they shared within the enclosure.

"Besides being a charismatic species, of great ecological and cultural value in our country, the importance of the presence of the Bighorn sheep in its natural environment is vital to maintain the well-being of the ecosystems in which it inhabits. We hope that with the reintroduction of several Bighorns, we can reestablish healthy populations of this charismatic species," said Sergio Jiménez, Director of Organización Vida Silvestre.

Environmental Policy Updates for you



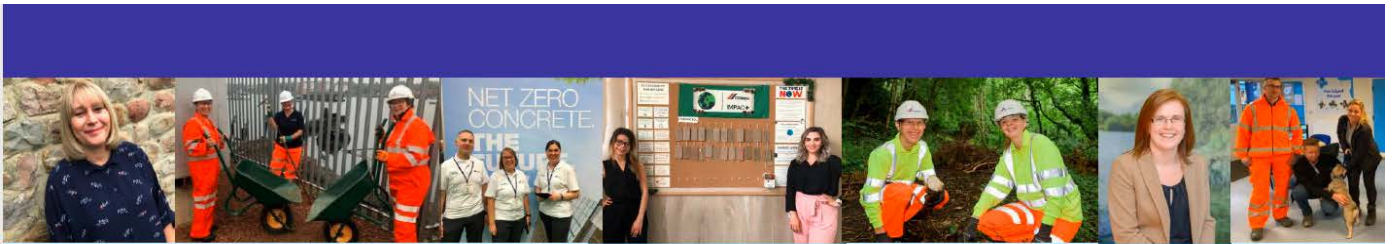
Just to let you know that the Environmental Policy and Responsible Sourcing Policies have been reviewed and re-issued. Please update these on your site noticeboards.

We have also reviewed the CEMEX UK Environmental Management System.

All updated documents are available on the new Sustainability SharePoint: <https://cemex.sharepoint.com/sites/CEMEXEMS>.

BEING THE BEST FOR EMPLOYEES

New Women's Group to Launch in UK



Look Out for More Details Soon

We are excited to mark International Women's Day 2021 by sharing plans for a CEMEX UK Women's Group.

In support of CEMEX's commitment to a diverse and inclusive culture and specifically at helping to improve the representation of women in CEMEX UK, the Group will aim to connect, support and encourage sharing of experiences between women working in CEMEX.

We hope that the Group will give all women who wish to participate, whatever their stage of career, background or role, the opportunity to:



- get to know each other better
- learn from each other
- hear from wider experts and guest speakers
- become involved in exploring how we can attract more women into CEMEX and help find ways to encourage more women to see CEMEX as a place to build their career

Working with Clare Pickering, Chair of the UK Coordination Group and UK MFS & Operational Support Director, Lex Russell, Director Materials UK and Terri Charles, Head of UK Customer Service Centre, we are gathering ideas about how a UK Women's Group could run, so that we encourage everyone who would like to be part of this Group to have the opportunity to participate.

We would love to hear from anyone with suggestions for how this could work and what we could include. Please send any ideas you have to: stephanie.horn@cemex.com

We look forward to sharing further details with you soon.

15 Years for Ian Fincham



Congratulations to Ian Fincham. Ian joined us in the early days of CEMEX back in 2006, coming from outside the construction industry, Yell.com. He spent his early days working on Packed Cement in East Anglia and after spending a brief spell on Readymix concrete has returned to his 'old stomping ground' of Packed Cement for the East of England.

Graeme Barton, National Sales Manager for Packed Cement commented: "Ian is a family man with a less than healthy liking for Liverpool Football Club!! Don't speak to him about football unless you have plenty of time to spare!!

Ian always seeks the best for his customers and has improved his customer base year on year. Thanks for all your hard work Ian and congratulations on reaching 15 years."

Updates to Global Policies and Controls



Over the last few months, a number of the global policies and controls have been added and updated. This includes policies on Anti-Corruption, Social Impact, Drugs & Alcohol Abuse and Business Travel.

Please visit the Policy Centre to ensure you are aware of all the latest updates.

Visit here: <http://shift.cemex.com/wikis/home?lang=en-us#!/wiki/CEMEX%20Policy%20Center1/page/Record%20of%20New%20and%20Updated%20Policies%20of%20Past%20Months>



Your Questions Answered



The European Consultative Committee is a group made up of employee representatives from around our region and the European Leadership team. It meets up regularly to discuss topics relevant to the business and is an opportunity for employees to ask pertinent questions directly to the leaders who make the decisions.

The last meeting was held virtually and there is a summary of the discussions in the download section of the UK News website:
www.cemexuknews.co.uk/downloads

It is well worth a read as it is a great summary of the European Business right now and there were some very interesting questions asked.

Topics included: Health & Safety performance for 2020, COVID response and business impact, the future for digital transformation, NPS surveys, our sustainability activities and goals, BSO and its function and development, our financial performance for 2020 and view going into 2021, and a regional overview from Sergio Menendez.

There were presentations from Robert House – Health & Safety, Derek O'Donnell – HR, Alberto Salviejo – Customer Experience, BSO – Javier Garcia, Sustainability and CSR – Andrew Spencer, Financial Performance – Jose Manuel Cascajero and Business Performance – Sergio Menendez.

90% Discount on McAfee

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Cyber threats are increasing every day, especially now that we are working remotely.

To better protect your personal devices, you can purchase the **McAfee LiveSafe** package

with a **90% discount for CEMEX Employees**.

This program protects your data and identity in all your devices and allows each employee unlimited downloads on all PCs, Macs, smartphones and tablets for each one of your family.



Follow these steps to purchase de product:

1. Go to: www.mcafee.com/latam
 2. Insert the **Company Code: LTADD787DE**
 3. Enter your corporate email address and click on “**Buy Now**”
- *Next fill out the information required to download the product.*

Any doubts? Contact: security.culture@cemex.com



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.

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
46-02-2021	LGV Driver x 2	Supply Chain Logistics	Rugeley Quarry	18/03/2021
47-03-2021	Weighbridge Operative	Materials UK South	Angerstein Wharf	12/03/2021
48-03-2021	Warehouse Technician	Procurement	Dove Holes	19/03/2021
49-03-2021	Operative	Materials UK South	Hatfield Quarry	24/03/2021
51-03-2021	Area Fitter	Materials UK North	Yorkshire	19/03/2021
52-03-2021	Area Fitter	Materials UK South	South West	19/03/2021
53-03-2021	Area Fitter	Materials UK North	North West	19/03/2021
54-03-2021	Area Fitter	Materials UK South	London	19/03/2021
55-03-2021	CDM Manager - Engineering	Materials UK	Any Hub Office	19/03/2021

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

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

