



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

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## BEING THE BEST FOR FAMILIES

### Defensive Driving Training Now Available for UK Employees

#### Look Over – Look Under – Look Through

Actively LOOK OVER obstructions to help anticipate hazards



As lockdown measures start to ease, many of us may begin to make more journeys by road than we have done over the last 12 months. It is understandable that some could feel apprehensive about driving again, particularly for long distances.

To support these people, as well as those who have continued to drive throughout the pandemic as part of their job role, the EMEAA Health & Safety team has developed an informative yet simple Defensive Driving course for all UK employees to access online.

This short yet very engaging 25-minute course shares safe driving strategies that enable motorists to address identified hazards in a predictable manner, anticipate situations and make safe, well-informed decisions using a planned system of driving.

Graham Russell completed the training – his verdict?

“I cannot think of a better use of 20 minutes for anyone who uses our roads either as a driver, cyclist or pedestrian. It is a simple training course, but the “reminders and insights” might help save a life.

Maybe this 20 minutes will save your life, or the life of someone you love. Maybe the lessons from this course will help protect you from causing harm to someone else.

I completed the course with my teenage daughter who passed her driving test less than 12 months ago. We both learnt things.”

It covers many of the different situations we will experience while driving, including vulnerable road users, cyclists and large goods vehicles, as well as safe driving essentials such as speed and steering.





The course can be accessed [here](#) and has already received considerable positive feedback from people across the business.

We would strongly encourage all employees to complete the training and learn the important techniques and how to look OUT when driving – the insights and tips you pick up could help to prevent an accident and even save lives.

If you have any questions, please contact your Health & Safety Advisor.

## Over 50? Book your COVID Vaccine....



If you are over 50 you may already have been offered or had your first COVID vaccine. If not, you can go and book one for yourself using the government website:

<https://www.nhs.uk/conditions/coronavirus-covid-19/coronavirus-vaccination/book-coronavirus-vaccination/>

This also applies if you are at risk and think you should have a vaccine.

If you are unsure about the vaccine then please feel free to use this useful factsheet about the Coronavirus vaccine, detailing key reasons why we should get the jab when offered.

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](#).

## Mindfulness Session



A quick reminder that all employees have the opportunity to join a mindfulness session this week. This 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 Friday 19<sup>th</sup> March at 11am.

To book your sessions visit [here](#)

A quiet environment where you will not be disturbed is recommended when participating.



## Be Alert of COVID-19 Vaccine Scams!



The UK NHS has announced their plans to begin texting the public to invite them to book their much anticipated COVID vaccine. The first people to be contacted will be those 55 and over and unpaid carers. Amounting to around 440,000 individuals.

This news of the vaccine roll out has brought joy to many and the use of text messages makes it quicker and more convenient to book an appointment. However, the use of these legitimate vaccine text alerts may be mimicked and exploited by those with malicious intentions.

Below are some useful tips on how you can avoid falling victim to a COVID themed smishing attack.

**Remember that the NHS will never charge for the COVID vaccination and therefore their text message will NEVER:**

- Request any bank account, card or financial details.
- Ask you to prove your identity by requesting copies of payslips, bills or any personal documents such as a passport or driving license (the NHS may however ask you to bring photo ID with you to your physical vaccination appointment).
- Ask for information such as your banking pin or password.
- Arrive at your home unexpectedly to deliver the vaccine.

**The legitimate NHS text message will:**

- Show as being sent from 'NHSvaccine'.
- Contain a link to the NHS.uk website.

If you receive a text message you are unsure about, avoid clicking on any links and call 119 to book your appointment instead.

## BEING THE BEST FOR CUSTOMERS

### Teamwork Makes the Dream Work

Pottery Lane, West Gorton



Great collaboration between local IHC, Scott Cahill, and Sales Executive, Jordan Sutton Briggs, secured two new projects last week. The jobs have over 3,000m<sup>3</sup> of volume to be supplied from Gorton and Manchester plants.

By using the local WhatsApp group, which was introduced to share updates, activities and leads on the area, Scott identified two new sites whilst undertaking his daily deliveries. Once Scott posted the details of the sites on the group Jordan then continued to investigate the projects and worked closely with the customer to close the sales.



Working hard to separate CEMEX from our competitors in a highly competitive market, Jordan was also able to secure a number of orders for the hire of a 32m boom pump by promoting CEMEX as a solution provider.

A great result which displays the commitment and importance of every member of the North West team.

### Award Winning Customer Service



Congratulations to the Planning and Customer Service teams in Rugby and Preston Brook who have been recognised by winning the Customer Experience Award for EMEAA relating to Remote Working.

Dave Hart commented: "The personal leadership of Gemma Crawford, Elizabeth Dixon and Robert Brian has enabled the seamless transition from office to remote working without impacting upon customer service. In fact, many customers were

unaware we had moved out of Rugby and Preston Brook which is testament to everyone's flexibility and professionalism.

All the teams should be very proud. Congratulations and thank you."

### Serving Customers by Sea



This great photo was posted by David Holtham, it is of the Bornholm arriving at Newport Docks in South Wales.

Craig Williamson commented: "All part of ensuring we continue to offer quality product and service to our customers, many thanks to Richard Cowley, Richard Boulton and the Newport team."

### New Customer for Supaflo®...



Well done to the Screed team who recently supplied a large quantity of Supaflo® to the Aviator Park project in Addlestone, Surrey in just two days. It included approximately 130m<sup>3</sup> of Supaflo®.

Our Technical Manager, Andy Nevitt, helped the team with the project due to its size and type.

This is a new customer for our Screed business so well done to everyone involved for supplying this new customer.





## BEING THE BEST FOR SHAREHOLDERS

### CEMEX Launches ReadyPave® Camden



We have just launched ReadyPave® Camden, a modern twist on traditional rumbled pavers, which uses a new manufacturing process to ensure a more sustainable and environmentally friendly product. It was developed by our UK Urbanisation Solutions team and is named after the traditional cobbled streets of the iconic Camden market in London – the name was chosen by members of the Development team.

ReadyPave® Camden retains the classic appearance of a traditional stone sett without a secondary manufacturing process to ‘rumble’ the pavers. This not only creates a more sustainable product by using less energy, but also reduces manual handling and eliminates dust and waste. ReadyPave® Camden’s rustic appearance is softer and more subtle than rumbled paving setts.

The new ReadyPave® Camden is different to CEMEX’s previous multi-sett paving as it is available in a three-size multipack, which can be combined to form various patterns with consistent row widths, to suit any design. By combining all three sizes into one multipack this has reduced packaging and eliminated the potential for waste product on site.



Carl Platt, Director of Asphalt, Paving, and Building Products for Europe, commented: “We are always looking for ways to improve our manufacturing processes to provide our customers with more environmentally friendly building products, and ReadyPave® Camden is a prime example of this effort. We are sure this product will prove popular with all those keen to make more sustainable choices in their building projects and improve their climate impact.”

Readypave® Camden is the latest innovation from CEMEX Urbanisation Solutions, CEMEX’s strategic core business providing sustainable ways to solve urbanisation issues. ReadyPave® Camden is available in four different colours, with bespoke options available on request. This product is ideal for the domestic market, particularly for use on driveways and housing estates.

For more information about ReadyPave® Camden visit: <https://www.cemex.co.uk/readypave-camden-concrete-block-paving>

## BEING THE BEST FOR COMMUNITIES

### Over 500 Children Went on a Virtual School Trip



We thought you’d like to know that over 500 CEMEX children and friends attended the four virtual school trips organised by the Cambridge Science Centre. The most popular was the Digestive Journey – a trip down our digestive systems!!

Thank you to Andlyn White and the Cambridge Science Centre for putting these on and for letting our families enjoy the trips. Hopefully some of them can visit the centre for real soon.....



## BEING THE BEST FOR EMPLOYEES

### 25 Years for Robert Hiorns



Congratulations to Robert, Weighbridge Operator at East Leake quarry in the Midlands.

Well done Robert and thank you for all your hard work over the years.

### First Woman on the Exec Committee



Having an experienced and robust Executive Committee is critical as we strive to continuously improve how we operate, deliver on our strategy and address business challenges. With this in mind, CEMEX announced the following appointment to the Management team:

Louisa (Lucy) Rodriguez, current Investor Relations Head, has been appointed Executive Vice President of Investor Relations, Corporate Communications and Public Affairs.

This change is effective immediately.

### Launch of New CEMEX EMEAA eNPS Pledge



This week, the UK Coordination team announced the introduction of the new CEMEX EMEAA eNPS Pledge. Please see their message below:

“Thank you again to everyone who took the time to participate in the 2020 EMEAA WE’X Engagement Survey. Our Leadership Teams have taken time to carefully analyse the survey results and consider your comments. We know that it is important to listen carefully to feedback from these surveys because employee engagement can really make a difference in influencing how successful we are in achieving our business priorities.

You may be familiar with a metric called Net Promoter Score, which we use to understand our Customers’ Experience and how likely they are to recommend CEMEX to other customers. As well as the Employee Engagement Index, we are now also using Employee Net Promoter Score (eNPS) as a way of measuring Employee Experience and how likely we would be to recommend CEMEX as a great place to work.

Today we are sharing with you the new CEMEX EMEAA eNPS Pledge, which focuses on five key areas that the engagement survey results told us were most important to improve. We hope it shows



our commitment to making CEMEX a great place to work; one where we can all be proud promoters of the company.

Please take a few minutes to familiarise yourself with the eNPS Pledge 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).

To help us understand our progress in these key areas, we will run short eNPS Pulse Surveys every quarter. In the coming weeks we will share more details about our UK and business area plans to support the eNPS Pledge.”

### Final International Women’s Day Seminar



Remember to register for the last of CEMEX’s series of webinars to celebrate the achievements of our women leaders, as part of International Women’s Day.

The webinar is being held on Thursday 25<sup>th</sup> March with Alejandra Rojano, Director of Distribution Channels.

You can register for this final seminar [here](#) If you have any questions, please contact the UK Communications team.

### Supply Chain Digital Academy



The CEMEX Supply Chain is an integral part of how we operate as a company and one which touches every part of the business.

The on-line digital version of our Supply Chain Academy Foundations course has been launched in the UK to equip the participants with the knowledge to play their full part in the CEMEX Supply Chain, through a series of videos, articles and exercises exploring what Supply Chain is.

During the course you will learn how to collaborate cross functionality, understand the cost and service implications of decisions, and help the business to improve

Good luck to our participants and we look forward to hearing your feedback.

### Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
50-03-2021	Estimator	Building Products - Floors	Wick Office	25/03/2021
56-03-2021	LGV Driver x 2	Supply Chain Logistics	Dove Holes Quarry	26/03/2021



57-03-2021	Readymix Transport Planner	Materials UK South West and Wales	Wick Office	19/03/2021
58-03-2021	Sales Executive	Materials UK South Coast	South Coast	23/03/2021
59-03-2021	Operative x 3	Cement UK Operations	Tilbury	26/03/2021

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**





# REASONS WHY YOU SHOULD GET THE COVID-19 VACCINE



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



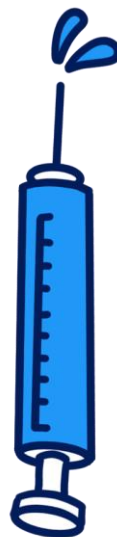
It's a safer **way to help your body build antibodies** for protection against COVID-19.



**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.**



# our eNPS PLEDGE.

ONE Question – On a scale from 0-10

How likely are you to recommend CEMEX as a good place to work to family or friends?

THE eNPS CALCULATION FORMULA

Employee Net Promoter Score = % of Promoters (9-10) minus % of Detractors (0-6)

- ☐ **9-10: Promoters**, extremely loyal employees to the organization, & spread a positive word around
- ☐ **7-8: Passives**, employees who are neither emotionally invested nor disengaged
- ☐ **0-6: Detractors**, employees who are highly dissatisfied with the organization & spread negative word of mouth

OUR ASPIRATION

WE WANT CEMEX to be a great place to work

WE WANT our employees to proudly promote CEMEX as a great place to work


#1: I feel like I belong at CEMEX

We are committed to increase the visibility & interaction of Regional & local leadership with all our people via meetings, VFLs and other communications about our objectives and challenges




#2: I can achieve my career goals at CEMEX

We are committed to promote awareness about our existing career development opportunities as well as CEMEX EMEA Learning & Development options



#3: CEMEX has created an environment where people with diverse backgrounds can succeed

We are committed to value our workforce diversity. We want to foster an environment that enables diversity and allows all our people to feel empowered, valued, respected and safe



#4: Promotions are awarded fairly / My pay is fair when compared with similar positions at other companies in my location

We are committed to Compensation & Promotion fairness. We will increase awareness about Total Annual Compensation packages, talent management processes and promote full visibility on any new open positions available



#5: Processes in CEMEX allow me to do my job effectively

We are committed to reviewing processes that significantly slow progress or collaboration between teams to identify whether any improvements can be made within the controls required in our organisation

