



Welcome to UK News 25th March 2021
your weekly update from around CEMEX UK

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BEING THE BEST FOR FAMILIES

Going FORS Gold!



CEMEX UK has once again been awarded the Gold FORS award for its fleet management. Congratulations to everyone involved and special thanks to Hugh Reynolds, Supply Chain Compliance Officer, for leading the accreditation process.

The Fleet Operator Recognition Scheme (FORS) is a voluntary accreditation scheme for fleet operators which aims to raise the level of quality within fleet operations, and to demonstrate which operators are achieving exemplary levels of best practice in safety, efficiency, and environmental protection.

Gold accreditation is only awarded to exceptional operators who have met exacting targets.

15 Years LTI Free for Dove Holes



Congratulations to the Supply Chain team at Dove Holes on achieving 15 years LTI and TRI free, a milestone in which you should be very proud given the complexity and scale of this operation. This has been achievable through continued safety leadership and commitment allied with the close collaboration with the Dove Holes, Materials and Urban Solutions teams.

Let's continue to build upon this performance working together as one team on our number one priority.

13 Years LTI Free for London



Congratulations to the Materials team in London who reached 13 years LTI free this week. A fantastic achievement given the busy environment they operate in.



Defensive Driving Training

Look Over – Look Under – Look Through
Actively LOOK OVER obstructions to help anticipate hazards



The link for the Defensive Driving training has been updated, so the details previously provided may no longer work. To access the training, please click [here](#).

We strongly encourage all employees to complete the training – the insights and tips you pick up could help to prevent an accident and even save lives.

BEING THE BEST FOR CUSTOMERS

Dry Silo go with the Flow



Richard Kershaw, Technical Manager for Materials UK, thanked the Dry Silo team at Dove Holes for their help and support during the sprayed trials last week.

Richard explained: “We were asked by the customer to demonstrate the product could keep flow for eight hours and following a series of laboratory trials we upscaled to full spray trials. We are pleased to confirm the product remained at the specified flow for over eight hours and the early age strengths were promising. Next steps will be to complete full type test trials with the customer and client present.”

Determination Pays Off at Halkyn....



Late last year we had an enquiry from Ward & Burke for a large volume of 6F5 out of Halkyn quarry to a site in Ince, near Chester. Initially it appeared we would not have the necessary capacity and would be unable to do the job due to the tonnage and time scale involved. However, Andy Edwards and the team at Halkyn were determined to do something that would enable our Sales team to secure the work.

They set about modifying an existing mobile crushing process that was used to produce Top Rock (an unspecified fill) and were successful in making the necessary adjustments to ensure a good quality, compliant 6F5 was produced. Three months later and we have successfully supplied just over 40kt to the site. We have also been able to secure another 6F5 contract with PP O'Connor and they are part way through collecting approximately 10kt for a Marshall Construction site in Widnes (this also means they are sourcing other materials from us as well).

All this was possible due to some innovative thinking followed by close collaboration and teamwork between the departments (Ops, Sales, Technical, etc) and going forward will give us increased flexibility and capacity. Great work all round!



Building Homes for Birmingham



Recently CEMEX supplied one of our key customers, McAleer & Rushe, with over 550m³ in a continuous pour from Aston Concrete plant. Taking just under 10 hours to complete, it was a great example of teamwork between CEMEX, our supply chain and our customer.

The C40/50 concrete supplied is a crucial building material for the erection of a 34 storey residential tower, comprising of 375 apartments, which will provide the population of Birmingham with homes for the future.

Well done and thanks to the teams for their hard work.

BEING THE BEST FOR SHAREHOLDERS

Black is the New Black....



The new Bitumen tanks for our Selby plant have been manufactured in Turkey and are now en route to the UK. We are going for black tanks this time which we hope will bring some further operating efficiencies.

Carl Platt commented: "It is really pleasing to see further investment in the UK Asphalt business improving our assets, safety and customer service."



CEMEX creates "Carbon Neutral Alliance" in Germany



CEMEX announced that, as part of its "Future in Action" program, it is developing a carbon neutral alliance in Germany to test and accelerate innovative technologies to reach carbon neutrality at its Rüdersdorf plant.

CEMEX is joining pioneering industrial consortiums with the objective of developing industrial-scale demonstration projects utilising ground-breaking technologies to form this alliance, which aspires to achieve carbon neutrality at the Rüdersdorf plant by 2030.



Several technologies, including waste heat recovery, carbon capture and transformation into building materials, synthetic fuels, and green hydrocarbons, are being evaluated, including hydrogen production with renewable energy.

"It is expected that CO₂ will be further processed to convert to new forms of energy and materials for use locally by industrial, residential, and transport sectors. Together with our partners, we will take



feasibility studies through to economic solutions to decarbonising cement production,” said Stefan Schmorleiz, Plant Manager and Managing Director of CEMEX Zement GmbH.

The technological learnings derived from the Rüdersdorf “Carbon Neutral Alliance” should gradually be shared with the CEMEX global portfolio of cement plants and adapted to local conditions to accelerate its decarbonisation goals of the cement production process. CEMEX is also applying to several European funds, such as the Innovation Fund & Green Deal Call, and national funding schemes for financial support and funding for these innovations, potentially providing best practices to other industrial players.

Aligned to the vision of the European Commission’s Green Deal and climate aspirations, CEMEX communicated its vision for carbon neutrality last year.

BEING THE BEST FOR COMMUNITIES

Putting Lockdown to Good Use



Stuart Wood and Amy Kennedy from the Readymix Sales team worked hard to support a Rugby based charity with a donation of 2.5m³ of Readymix.

Nuneaton & North Warwickshire Equestrian Centre Riding for Disabled decided to spend the time while they are closed due to the pandemic positively to refurbish their community building and outdoor facilities.

Their focus is on an area at the bottom of their yard where they are hoping to install an open-ended containment area for horse waste. The

concrete was needed to provide the base of the containment area and had to be of sufficient strength to accommodate a tractor and bucket.

NNWEC, a registered charity, is a purpose-built disabled riding facility which offers riding therapy, learning, and training opportunities for over 300 disabled adults and children from the North Warwickshire, West Midlands & Leicestershire area each week.

Opened in April 1979 by Larry Grayson, the Centre has become an established part of the local community, with a strong contingent of about 50 dedicated local volunteers who assist with riding lessons each week. As you can see from the photo, the delivery went well and will make a real difference to a local charity helping disabled adults and children. Well done to Stuart and Amy for your hard work and community spirit!

Future in Action.....



Building a better future is not only about developing new things every day, it's a mix of efforts based on a truly sustainable approach.

Our planet needs our help!



Future in Action is the name by which we will be referring to our Climate Action strategy. To have the future we want, we must focus on the present.

Find out more about it here:

<https://cemex.sharepoint.com/sites/OurGlobalVoice/SitePages/Sustainability.aspx?csf=1&web=1&e=oMYR1u>

Is your Site Prepared for an Audit?



Everyone has worked extremely hard in very challenging circumstances over the last year and demonstrated what a resilient team we are. However, as we look ahead we are expecting greater scrutiny from environmental regulators and external auditors with an increase in site visits.

Please can you all take a few minutes to think about your site and to check that you are compliant with all of our environmental standards.

Here is a summary of what to consider:

- Environmental internal and external audits have highlighted key questions which need to be considered for all sites to ensure that all the environmental compliance basics are being covered.
- Our ISO 14001 auditors have highlighted environmental training and waste Duty of Care documentation as key areas for attention during 2021 audits.
- LAT is a key tool for the Environmental Management System. Any environmental actions which have been completed should be closed off. Plans are required to address any outstanding environmental LAT items.
- All basic environmental compliance checks and records need to be up to date to avoid the potential for environmental incidents, regulatory action, fines or fees.

Please contact a member of the UK Sustainability team if you have any questions. They will be happy to help.

BEING THE BEST FOR EMPLOYEES

Dave Cross Long Service Award



Congratulations to Dave Cross, Logistics Driver at Stourton depot, for achieving his 25 year service milestone.

Dave likes playing golf, he supports Wigan Rugby League and adores his football club, Liverpool FC.

Les Grabarz commented: "Well done Dave and thank you for all your hard work, dedication and commitment over the years. It's great having you on the team."



Reminder about Sickness Absence Recording



It is important that all sickness absences are promptly recorded in SAP transaction CAT2, in line with our Sickness Absence Policy.

Unfortunately, it seems that this is not happening in all cases, which may affect how well we can support the person who is off sick, as well as the accuracy of our sickness absence reports. We hope that this summary reminder is helpful.

Responsibility

- The Line Manager must ensure that the sickness absence is recorded in CAT2 and that the necessary paperwork to support the sickness absence is provided (self-certificate and/or fit notes).
- At a few of our largest sites we have Time Administrators, and they record absences in CAT2 on behalf of the Line Manager, who must provide them with the details.
- If the sickness absence becomes long term (over 30 calendar days) HR Admin will take over recording the absence in CAT2 so that we pay correctly. Line Managers must keep HR Admin informed.

Deadline

All sickness absence should be recorded and updated in CAT2 before payroll deadline each month please.

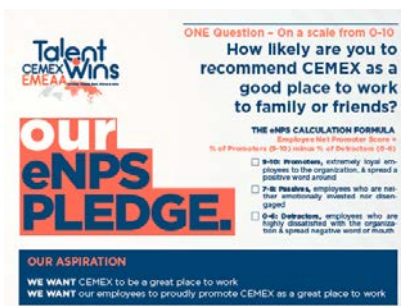
Return to Work Meetings

A Return to Work meeting should be arranged for anyone returning to work from sickness absence and Line Managers must complete a Return to Work form which should be sent to hradmin@cemex.com, along with fit notes and self-certificates, as appropriate.

Currently we have two versions of the Return to Work Form, one of which is specifically for use in situations where the person is returning to work after shielding.

If you have any questions, please contact Wendy Williams, HR Administration Team Leader, who will be happy to help. Thank you for your support.

Thanks from the UK Coordination Team



Thank you again to everyone who took the time to participate in the 2020 EMEA 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. The poster can be found at the end of this document and in the download section of the UK News website: www.cemexuknews.co.uk/downloads

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

Remember to be Social Media Savvy



In recent weeks there have been some complaints from members of the public about posts CEMEX employees have made on social media. We hope and expect that we all feel that it is just as important to live by our CEMEX values, outside of work as well as at work, so that we are respectful of others.

It is important that we act with consideration on social media, not forgetting that our actions could cause offence and can reflect on the company – positively or negatively.

We expect any non-work related posts on social media to be made in an individual's own time and outside of work.

CEMEX has social media guidelines and whilst these are primarily targeted at those who are posting on CEMEX's behalf, they contain useful principles to inform how we use social media in our own time too.

The policy also states that if we are using private social media accounts, we must clearly indicate that our views are our own and do not reflect the position of the company. Please ensure this is reflected on your profiles if they identify you as an employee of CEMEX.

To view the social media guidelines please go to the download section of the UK News website: www.cemexuknews.co.uk/downloads

If you have any questions about the social media policy, please speak to your HR Business Partner.

New CEMEX UK Policy | Off Payroll Working Rules (IR35)



An important change to tax rules is expected to take effect from 6th April 2021. This is the extension of the off payroll working rules ("IR35") to the private sector.

CEMEX UK engages a large number of subcontractors and contractors to carry out a wide range of activities. Many of these contracts may involve the



provision of a personal service to CEMEX by workers provided under these contracts, and this is where the IR35 rules may apply.

We have produced the CEMEX UK Off Payroll Working Rules (IR35) Policy which explains the guidelines for contractor engagement in response to the new rules. This policy is in the download section of UK News website www.cemexuknews.co.uk/downloads

If you are involved in engaging contractors or subcontractors for or on behalf of CEMEX UK, it is important that you read this policy, make sure that you understand it and comply with its requirements.

Our HR, Legal and Procurement teams are working to ensure we are ready for when the changes take effect next month.

We recently requested details from Managers of the CEMEX contractors and subcontractors who we understand may be affected by these new rules. We have now written to these businesses, enclosing a copy of the policy, and requiring them to provide CEMEX with certain information. It is important that we receive this information in order for them to continue to work with CEMEX after 6th April.

If you receive any queries from the service providers that we have contacted, please direct their queries to ir35@cemex.com and we will answer them.

If, after reading this policy, you are concerned that you may not have already provided details of any contractors or subcontractors who may be affected by this policy, or if you have any other questions about these new tax rules, please send details to ir35@cemex.com.

Changes to Fuel Mileage Rates



The fuel rates for business mileage have been updated effective 1st March in line with the latest HMRC Advisory Fuel Rates.

The rates by engine type and size are outlined in the table below.

SAP Concur has been updated and claims for mileage from that date onwards will be made at the revised rates.

Fuel Type	Engine size	Rate From 1 Dec 2020	Rate From 1 Mar 2021
Petrol	1400cc or less	10p	10p
	1401cc to 2000cc	11p	12p
	Over 2000cc	17p	18p
Diesel	1600cc or less	8p	9p
	1601cc to 2000cc	10p	11p
	Over 2000cc	12p	12p



Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
61-03-2021	Technical Sales Support	Customer Service	Rugby Office	29/03/2021
62-03-2021	Relief Plant Manager	Materials UK North	Area 7	29/03/2021
63-03-2021	Laboratory Technician	Quality and Product Technology	Southam	30/03/2021
64-03-2021	Readymix Plant Manager	Materials UK Midlands	Aston Birmingham	30/03/2021
65-03-2021	LGV Driver	Chain Supply Logistics	Jarrow Wharf	06/04/2021
66-03-2021	Lead Driver	Supply Chain Logistics	Halkyn Quarry North Wales/Merseyside	21/04/2021

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





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

