



Welcome to UK News 1st April 2021
your weekly update from around CEMEX UK

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BEING THE BEST FOR FAMILIES

Stay Safe and Alert This Easter



After the Government eased restrictions around meeting up with other households this Monday, we know many employees will be looking forward to the long Easter weekend.

Please remember that the virus is still a threat to all, especially those who are vulnerable. The Global team has created a helpful infographic as a reminder (in the image at the end of this document and in the download section of UK News website www.cemexuknews.co.uk/downloads) as well as a short video which can be accessed [here](#).

The Government's new message for all is Hands, Space, Face and Fresh Air so make sure you take that into consideration when meeting with others. Additionally, remember to follow the Four Behaviours that Save Lives, with particular emphasis on personal hygiene measures and physical distancing.

We hope you and your families enjoy a safe and happy Easter.

South West and Wales Take 5



It is great to see the Take 5 booklet being used by Christopher Moore and team at Builth Wells plant.

Take 5 is a tool that enables us to make a personal assessment just before starting a task, supporting our STOP & THINK culture.

Thank you to South West and Wales for embracing this tool, which started with a full area standdown at the weekend so that training could be completed by all in the Operations team. Also, many thanks to the Shipping and Commercial team for liaising with customers to explain the reasons for the standdown, showing our commitment to safety as our number one priority.



Virus and Vaccine Learning Pathway



A new learning pathway is now available from CEMEX University; providing information about what viruses are, how they affect living organisms and the different types of vaccines being developed to fight off viruses.

This pathway takes one hour but doesn't need to be completed in one go.

If you are interested in finding out more about viruses and vaccines, you can access the learning pathway [here](#) or use this URL: <https://bit.ly/31uCUYH>

Be Alert – National Day of Trespass Approaching



You will all likely be aware of the sensitive issues surrounding climate change and global warming and will understand how seriously we take these subjects; CEMEX is dedicated to improving the sustainability of its operations, with a clear and industry-leading Climate Action strategy.

These emotive issues and the nature of activism in this regard has been commonplace in the UK public arena for a sustained period particularly since the large-scale London based actions in April 2019, when Extinction Rebellion very effectively highlighted their cause, bringing London to a virtual stand-still.

Whilst actions like these have been frustrated due to pandemic, the emotions and personal endeavours behind the success of such activism remain tangibly high.

We must remain aware and vigilant to the possibility of protest related action taking place at CEMEX, sites, land and/or delivery points. **In particular, all those working our operations should be alerted that to mark the emergence from the lockdown, Extinction Rebellion are planning a nationwide mass-trespass event on 24 April 2021, referred to as the National Day of Trespass.** The event calls for participants to trespass wherever and however they can.

Whilst there is no information suggesting CEMEX will be directly targeted, colleagues are asked to remain vigilant to the potential for trespass or protest type action developing. Please ensure you have checked your boundaries to make sure they are safe in advance of this date and alert your teams to the increased risk on this day.

As we gradually emerge from pandemic controls and the promise of warmer weather approaches, it is important colleagues are made aware of the potential for activism and the possibility of action in opposition to our industry. Much publicity surrounds projects such as the Government's HS2 initiative and activists have consistently targeted HS2 sites for many months, even throughout the COVID-19 pandemic.

CEMEX Global Security and ERM have developed a generic contingency plan in relation to the potential for protest at or near our sites. All staff need to be aware of this plan and what it requires of each of us in the event of protest related action at a CEMEX site. A copy of the plan can be found at the end of this document or in the download section of the UK News website www.cemexuknews.co.uk/downloads



Network Rail came to Terence as they knew that the CEMEX team had the expertise and knowledge to work with them to come up with the solution they needed. The precision design for the concrete bearers had never been tried before and the customer was keen to capitalise on the knowledge and expertise of CEMEX Rail Solutions.

The challenge was complex, the most notable element was to produce 12.8 metre long modular crossing bearers for the points. They had to be split into four units. A shroud would then join these units together using fittings cast into the concrete. All this had to be produced without compromising the tolerances of the gauge of any of the seven tracks to be laid on these bearers. These tolerances are within mms of the track gauge – the tolerances were only +/- 1mm or 1.5mm. Over a 12m span this is a massive challenge, then throw pre-stress shrinkage of the four pieces of concrete into the mix and you have an idea of the scale of the request!

The team had to come up with a brand new way of capturing data and manufacturing such long bearers with three splits. They used a process that had never been tried before, with the biggest challenge being the shrinkage of the concrete during our manufacturing process.

Through brilliant teamwork, expertise and customer relationship the CEMEX team pulled together and overcame all of the challenges. The bearers were successfully produced and installed making the customer extremely happy!

Terence Clair, Operations Manager, said: “We are often faced with complex challenges when we make non-standard and a highly bespoke products. Our working relationship with Network Rail and other customers has gone from strength to strength over the last six years. The team here have a positive attitude to solving challenges. Our strong teamwork allows for one problem to be shared by many which creates open conversations, and together we find a solution.

I have a saying that is often used in these situations: ‘look at a problem or issue as a challenge, see a challenge as an opportunity, today is a day full of opportunities and our day to shine’. We have again shown what customer centricity means and I am immensely proud of all the team at Somercotes for delivering one of the most sophisticated challenging projects yet to date.”

First Vertua® Ultra Zero Project for the Capital



Another milestone was reached for the UK Materials team last week, with the first London delivery of our CarbonNeutral® Readymix product Vertua® Ultra Zero.

CEMEX recently supplied Vertua® Ultra Zero to A J Morrisroe at 250 City Road, London, which forms part of a landmark new development by Berkeley Group. The concrete is being used for the blinding layer of the foundations, with further deliveries expected.

Located in Islington, 250 City Road will be a 36-storey tower designed by world renowned architects, Foster + Partners, which will include luxury apartments and a hotel.



Vertua® Ultra Zero achieves a 70% reduction in embodied carbon emissions, with the remaining unavoidable emissions offset through working with Natural Capital Partners, a carbon offset and carbon neutrality specialist.

Well done to the Materials and Technical teams for securing this customer and helping to provide more sustainable solutions for construction in the Capital!



Bradwell Sand for HS2



This week saw another successful delivery of Bradwell sand to Fosroc who are doing the mix validation and design work for Eiffage HS2 project.

Bradwell sand is one of the components of the HS2 mixes.

It looks like work will continue with progress of the project. Thank you to the Bradwell quarry team for their assistance.

BEING THE BEST FOR SHAREHOLDERS

Go Compare with CEMEX Marketplace

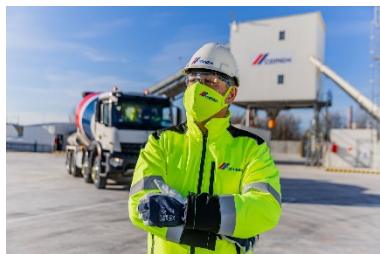


Don't forget that CEMEX Marketplace allows you to compare products across our entire Marketplace catalogues and within supplier specific catalogues.

This functionality allows you to compare brands, manufacturers, lead times, prices and where possible visuals of products.... please keep this tip in mind to help you make an informed purchase choice.

Any users who need support and help, please reach out to Jazz. A simple screen share/conversation is all that it takes.... jasvindarsingh.cheema@cemex.com

CEMEX Releases 2020 Integrated Report



CEMEX has just released its 2020 Integrated Report, in which we present our results during an unprecedented year full of challenges and, at times, uncertainty.

Despite this, we are proud of all that we achieved through the leadership, hard work, and strategic actions from our worldwide operations to continue building a safer, more resilient future for all.



Read the report here: <https://cmx.to/2NZ5yxW>



BEING THE BEST FOR COMMUNITIES

Future in Action



A message from Sergio Menendez..... As you are aware, Climate Action is one of the four key priorities in our region. In the last year, we have seen the urgency of this topic significantly increase with our stakeholders, and a very fast-moving agenda develop of new technologies and levers for us to decarbonise our business.



Last year, our Company launched a new, more ambitious global climate strategy to reduce CO2 emissions from our 1990 baseline by 35% by 2030, along with an ambition to deliver net zero concrete worldwide by 2050. All these activities will be carried out under our new initiative of 'Future in Action':

Within CEMEX our EMEAA region is well placed to lead this development due to our regulatory environment, customer expectations, and building on decades of work to address the Sustainability Agenda. Last year, our European operations reached the milestone of 35% CO2 reduction a full decade ahead of our global targets. With this in mind, we became the first and only Company in our sector to align our European operations to the European Union's aspiration to achieve a 55% reduction in CO2 by 2030.

I am delighted to see so many of you embracing this priority and working towards our CO2 targets. The urgency of this topic has led to many great initiatives, often complemented by approaches from external technology providers.

I am pleased to announce the launch of our regional 'Future in Action' network today. The network will help us to ensure that we are consistently applying the best climate action practices, and not duplicating research efforts and cost, while accelerating delivery of results to decarbonise our business for the short and long term. The network is structured to focus on 'The 5 C's' –

- CLINKER
- CEMENT
- CONCRETE
- CARBONATION
- CONSTRUCTION

...in line with many sector CO2 reduction roadmaps. For your interest, I attach the Cembureau 2050 roadmap for our sector https://cembureau.eu/media/kuxd32qi/cembureau-2050-roadmap_final-version_web.pdf, (or see the UK News download section www.cemexuknews.co.uk/downloads) along with some information about the network structure, its track leaders, our climate ambitions and some relevant targets. As a Company, we also have CO2 roadmaps per cement plant, and these are also being developed for our other business areas.

I would appreciate your support to join a network track if requested, to assist this priority which is vital not only for the future of our business, but also to address climate change for the generations following us.

Best Regards, Sergio



Educating the Specifiers of the Future....



One of our technical experts recently delivered a session to the students at Bath University on low carbon concrete.

Mike Higgins, UK Technical Manager, commented: "We are seeing an ever-increasing interest in low carbon solutions into the UK Specification team. Speaking with Universities allows us to educate the specifiers of tomorrow on CEMEX solutions, in particular, our Vertua® range of low carbon concretes."



We attended the session for free, however, the University wanted to donate the money they would have spent on a speaker to a charity of CEMEX UK's choice. We chose our partner arts charity, PAN intercultural arts.

PAN were delighted to receive the £200 and sent us a thank you email:

"In these times when so much news is negative, it was really uplifting to hear that someone at CEMEX has kindly donated their £200 conference fees to PAN. We will mention this at our staff meeting today to perk everyone up."

Seven Year Old's Snowdon Charity Challenge



A few weeks ago CEMEX Senior Planner, Gary Graham's son, Cal (aged 7), decided he wanted to do something to help the local community again this year.

Last year he managed to raise over £3,000 helping make food parcels and getting them out to local residents who needed them. Remaining funds from that were passed onto the local hospice and Elm Grove Park.

On 23rd April Cal is going to attempt to climb Mount Snowdon which will be a fair challenge for a 7 year old (let alone Dad!) Snowdon is the highest peak in Wales standing at 1,085m (3,560 ft) and takes adults six or more hours to go up and down it. He is hoping to raise over £1,000 for the Ellesmere Port foodbank and Elm Grove Community Park.

He has a JustGiving page ready and waiting for donations and will keep everyone posted with his progress on the lead up to and on the actual day. If you'd like to sponsor Cal's endeavours please go to: https://www.justgiving.com/crowdfunding/calssnowdonchallenge?utm_term=6Dbp5K5zr

March's Earthly Matters



The March edition of Earthly Matters, our new partnership blog with the RSPB, is now available; featuring a couple of short stories including biodiversity achievements from across the business, employee stories and sustainable activities people can undertake at home.



To see the March edition visit: <https://sway.office.com/9rYk4iDPltxVy8Ow?ref=Link>

Biodiversity Spotlight – Denge Quarry



We want to shine a spotlight on some of the great biodiversity work that is being carried out at CEMEX sites across the country, so plan to run regular articles over the coming months, focusing on a different location each time.

First up, we're going to take a look at Denge quarry in Lydd, Kent. This site has a Biodiversity Action Plan (BAP) in place, and despite the impact of the Coronavirus the team have made good progress on this over the last year.

The Denge team have a great relationship with the adjacent RSPB nature reserve at Dungeness. Together they have removed scrub from the islands in the quarry's saline lagoon (five Islands and several peninsulas in this lagoon have been created as part of the restoration). Scrub, if left, would turn into woodland and make islands unsuitable for ground nesting birds. The removal activity maintains the wildlife value and protects the important habitat it provides for numerous species of birds and insects.

Being coastal, Denge is key for breeding wetland birds, particularly sea birds. Decoy nesting gulls have also been installed to encourage Black Headed Gulls and Common Tern to nest in safe non-operational areas, on the shingle islands.

The team have monitored the site for bryophyte plants (such as moss, liverworts and hornworts) with a view to managing the negative impacts of invasive non-native species. One such species is *Crassula Helmsii* (New Zealand – Stonecrop), which can form dense, tangled growth of stems underwater, on the shoreline. These choke out native wildlife, such as the endangered Sussex Emerald moth currently found in one area of Dungeness, where it lives in vegetated shingle.

Over the last year, the team at Denge have spotted 158 species of wildlife, including birds such as Gadwall, Tufted Duck, Little Grebe, Black Headed Gull and Common Tern and three types of reptile: Adder, Grass Snake and Common Lizard.

For 2021 and beyond, a comprehensive list of actions have been decided, and these include:

- Creating fish reefs using large willow
- Creating areas of wild carrot, fenced, to prevent rabbits
- Profiling margins for reedbed growth
- Checking of gabion baskets and island stability

With these actions, the site's wider BMP (BAP) will help ensure that Denge provides a diverse and developing environment for wildlife.

Well done to all those at the site and in the UK Sustainability team who are working hard to enhance Denge's eco credentials!

If you'd like to find out more about the BAP at Denge, or have any other questions about BAPs, please contact Jenny Oldroyd or Sean Cassidy.



BEING THE BEST FOR EMPLOYEES

Thanks For Your Effort Winners



A massive thank you to Dave Davis, David Tyghe, Bob Chappel, Robert Duck and Phil Repton at Salford Asphalt who are this month's Thanks For Your Effort winners for stepping in quickly to save the life of a customer in serious difficulty. They will receive the vouchers and Thanks For Your Effort mugs shortly.

The team acted quickly to help the driver of a 'hot box vehicle' who had had a mini stroke. He had laid down in the hot box as well and got some serious burns. The team made the driver safe, went down the street to the fire station for help with his burns and making his vehicle safe, as well as calling an ambulance. Had the incident happened whilst the man was driving or at home the outcome could have been very different.

The fantastic news is that the driver is making good progress and over time with specialist support should make a good recovery.

Thanks For Your Effort Nominees



More thanks go to our fantastic colleagues nominated for an award this month for showing exceptional dedication and going above and beyond their day jobs. They are:

Ian Phillip, Area Technical Manager, Aggs Northern. Since the restructure in early 2019 and the merging of the Readymix and Aggregates businesses into Materials, Ian has consistently made himself available to answer any questions or queries of an Aggregates technical nature. The Area Technical Manager's backgrounds lie firmly within Readymix – so we have been without an Aggregates Technical Specialist in the Midlands for some time now.

Despite being based in the Northern region, Ian is always on hand to answer any of our questions in the Midlands – and is never too busy to step in and lend a hand. His patience, helpfulness and most of all his knowledge, have been instrumental in keeping the Midlands Aggregates business running smoothly through the restructure.

Angharad Williams and Christopher Thomas, Weighbridge Operatives, Materials, North West. There are normally three employees working on the weighbridge in Halkyn, unfortunately one of the employees has been self-shielding due to being classed as extremely vulnerable. This has left the weighbridge being staffed by Angharad and Chris with very little help. To date this last nine months, they have between them kept the weighbridge open from 6.00am to 4.30pm on week days, along with Saturday mornings. Halkyn has been experiencing one of its busiest spells for a long time with daily dispatched tonnages regularly nearing 6000t/day. Both have proved to be very committed to their roles, have worked exceedingly hard and for long hours.

Keren Castle and Ryan Eyre, Sales Executives, Aggregates Central. Following the introduction of the cross-selling tool, Keren gave four leads through the new tool of customers who she thought would be open to finding out more about CEMEX Admixtures. After following up the leads this resulted in trials



for Vale concrete. On completion of the trials and some price negotiation our newest Sales Executive won the order. Well done team!

Would you Recommend CEMEX? Survey – Please Complete by Friday 9th April



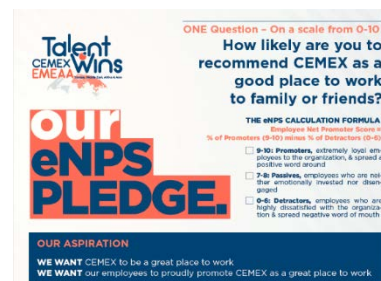
The first of our quarterly eNPS pulse surveys was recently launched by our third party provider, Perceptyx, to all our employees with a CEMEX email address.

As you know we use NPS 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.

We know that it is important to listen carefully to feedback from these surveys because employee engagement feedback can really make a difference in influencing how successful we are in achieving our business priorities.

The pulse survey will run from **26th March to 9th April** and as always, your responses and comments will remain strictly confidential (as is your individual demographic information) and will never be visible to anyone at CEMEX. So be sure to look out for the email from Perceptyx and take a few minutes to complete this quick and easy survey.



March's Podcast



Grab a tea and hot cross bun and take 20 minutes to listen to the latest news and views In The Mix podcast.

Go to:

<https://web.microsoftstream.com/video/311fc57f-45e3-458a-9fad-0e677732ab86>

CEMEX Digital Citizenship Global Guidelines



Following on from the launch of CEMEX's Digital Citizenship guidelines, announced by our CEO Fernando González in February, the global HR team have shared a useful one-page summary that can be found at the end of this document or in the download section of the UK News website www.cemexuknews.co.uk/downloads. This provides a simple visual summary of the guidelines; please share this with your teams and colleagues.

More information on the Digital Citizenship concept will be released over the coming weeks.



Internal Vacancies

| IVC Ref | Position | Company | Location | Closing date |
|------------|-------------------------------------|------------------------------|------------------------|--------------|
| 67-03-2021 | Multi Skilled Operative - Bulldozer | Materials UK South | Datchet Quarry | 16/04/2021 |
| 68-03-2021 | Operative | Materials UK South East | Bramshill Quarry | 09/04/2021 |
| 69-03-2021 | Operative | Materials UK South East | Langley Quarry | 16/04/2021 |
| 70-03-2021 | Manager Carbon - Europe | Sustainability | Regional / Flexible | 13/04/2021 |
| 71-03-2021 | Plant Manager | Materials UK – Home Counties | Royston Readymix Plant | 14/04/2021 |

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



SUNDAY

SUNDAY

SATURDAY

FRIDAY

THURSDAY

WEDNESDAY

TUESDAY

MONDAY

5  **Eat healthy and natural food today and drink lots of water**

12 Set yourself an exercise goal or sign up to an activity challenge

19 Have a
'no screens'
night and take
time to recharge
yourself

26 Try a new online exercise, activity or dance class

6 Turn a regular activity into a playful game today

13 Move as much as possible, even if you're stuck inside

20 Spend less time sitting today. Get up and move more often

27 Take an extra break in your day and walk outside for 15 minutes

7 Do a body-scan meditation and really notice how your body feels

14 **Make sleep a priority and go to bed in good time**

21
**Focus on 'eating
a rainbow' of
multi-coloured
vegetables today**

28 Find a fun exercise to do while waiting for the kettle to boil

1 Commit to being more active this month, starting today

8 Get natural light early in the day. Dim the lights in the evening

15 Relax your
body & mind
with yoga,
tai chi or
meditation

22 Regularly pause to stretch and breathe during the day

29 Meet a friend outside for a walk and a chat

2 Listen to your body and be grateful for what it can do

9 Give your body a boost by laughing or making someone laugh

16 **Get active
by singing
today (even if
you think you
can't sing!)**

23 **Enjoy**
moving to your
favourite music.
Really go for it

30
**Become an
activist for a
cause you really
believe in**

Spend as much time as possible outdoors today

**10 Turn your
housework or
chores into a
fun form of
exercise**

17 Go exploring
around your
local area
and notice
new things

24 Go out and do an errand for a loved one or neighbour

4 Have a day free from TV or screens and get moving instead

11 Be active outside. Dig up weeds or plant some seeds

18 **Make time to run, swim, dance, cycle or stretch today**

25 **Get active in nature. Feed the birds or go wildlife-spotting**

DURING EASTER HOLIDAYS TAKE CARE OF YOUR LOVED ONES



The virus is still a threat to everyone, especially to those most vulnerable. Think about the risk of visiting your friends and family during this Easter season.



If possible, celebrate the holiday with people from your home.



Protect the most vulnerable people from contagion.



If you are going to meet more people, be strict with self-care measures.



Avoid large gatherings with family and friends – stick to Government guidelines.

**THIS EASTER REMEMBER:
HANDS, SPACE, FACE AND
FRESH AIR**



CEMEX (UK) Environmental Protest Contingency Plan

March 2021

Environmental protest contingency plan

This protocol has been developed following an assessment concluding that threats related to environmental activism in the UK have markedly increased, with a growing number of groups emerging and converging, increasingly demonstrating both intent and capabilities to take action. Such groups include but are not limited to Extinction Rebellion (XR) and STOP HS2. This protocol is intended as a guideline to support both the local RRT of CEMEX UK and the local operations and security management in defining the contingency planning prior to and during the response to incidents.

This protocol is to be considered during protests close to or within a CEMEX facility, and must always take into consideration the CEMEX Business Continuity and Crisis Management guidelines. Additional measures should be considered to anticipate and mitigate protests CEMEX is aware of.

Strategic aim

- To ensure the health and safety of personnel and third parties at the targeted CEMEX site.
- To respond in a timely and effective manner, to avoiding confrontation and de-escalate tensions.
- To protect key assets and support effective business continuity.
- To enable appropriate crisis communications with internal and external stakeholders and mitigate potential reputational and integrity impacts.

Notification and escalation

The risk mitigation efforts must focus on awareness, monitoring and early notification of potential protest actions (e.g. demonstration, facility access blockades, media campaign, etc.). Ongoing or planned protest actions should be reported to the effected CEMEX site management and local security guards (if deployed), as well as to the country Security, ERM, CSR, Legal, HR and Communications areas:

- Any potential protest against CEMEX or at a CEMEX site/project, must be immediately escalated to the country Security Manager and ERM Manager.
- The local RRT will be informed about the situation, if potential for actions remain, by the Security Manager or ERM Manager. Both are also responsible for escalating the levels of the emergency plan.
- The country Security Manager will report the potential incident to Global Security. Focus will be on providing intelligence, logistics and incident response support.
- Risk mitigation and contingency measures will be immediately considered by the local operations management and RRT and implemented, as required.

Notwithstanding the lawful right to peaceful protest, the appropriate security resources will be informed of the event by the Security Manager in consultation with the RRT, the Site Manager and the Communications Manager and additional persons defined in this plan.

CEMEX departments should continue with regular internal reporting procedures to inform direct management of events as required.

General staff guidance

- For the duration of the protest, and when possible, staff whose role is mobile in nature should maintain a business as usual service by working from home or from alternative business premises.
- If on-site presence of an employee is required for business continuity, where possible staff should avoid bringing vehicles onto the site and make alternative arrangements for parking. Consider avoiding visibility of CEMEX clothing or other markings when accessing. Entering the site should be done so in a dignified and non-confrontational manner, preferably at a separate access point to the location of protestors and never if there is a safety risk to individuals.
- Staff and visitors already on site should avoid leaving the premises if that could put them in harm's way, unless it is required and authorised by the Security Manager, RRT, Police or security.
- Staff should not engage in a verbal or physical interaction with protestors, nor attempt to change their perception or that of other external parties such as the media and local authorities.
- If protestors are successful in seeking to occupy the plant or premises, general staff must seek to secure themselves within one of the defined safety areas defined for the facility and located in the facility layout (attached to the plan).
- If a blockade is conducted by the protesters, vehicles (including logistic, operations and customer trucks) should avoid any attempt at crossing the blockade. The RRT together with the Site Manager, Commercial and Logistics departments should arrange for supply to be delivered from other facilities if possible and only authorize entry/exit from the facility when it is safe to do so.
- Photographs or other recording must not be taken by general staff as it could antagonize the protestors and would likely find its way to online platforms. Staff and visitors should not engage with any mainstream media or social media platforms in relation to the protest, the protest group, or other environmental concerns without consulting with the RRT. Non-Designated staff should remain out of view whenever possible.
- Maintain disciplined security and access control measures, to avoid tailgating, identify points of intrusion and deny access with additional physical security for restricted areas. Staff must wear security passes where in use and challenge unknown persons not wearing passes or otherwise acting suspiciously.
- Review and ensure capability of CCTV, alarms, and other measures, where relevant, and prepare incident response procedures.
- Remain vigilant and calm throughout, report any developments to the Site Manager and Security Manager and follow published guidance throughout the duration of the protest.

Roles and responsibilities

Rapid Response Team

- Agree and coordinate CEMEX's incident response, including actions related to the protest.
- Define a local incident management team at affected site to provide timely notifications and decision making.
- The core team members of the RRT would be ERM, Security, Operations/Materials, Logistics, Commercial, H&S and Communications. Functional members of the team are Social Impact, Sustainability, Legal, HR, Public Affairs.
- Facilitate police or external security providers, access to CEMEX facilities, if required.
- Notify internal stakeholders and coordination with regional RRT if required.
- Prepare and authorize communications with protester, media, and other external stakeholders.

Security

- If intelligence confirms the potential for a protest outside CEMEX premises, the Security Manager will assess

the requirement for additional (external) security support such as guard presence at the targeted site.

- Inform, brief, and maintain liaison with the police and security providers throughout the incident. There is a need for sensitivity and avoid a heavy-handed response.
- Monitor protest development, define most likely and worst-case scenarios
- Coordinate action with Global Security.
- Report developments to the RRT and offer advice on tactical options for safety and business continuity.
- Maintain close liaison with local site management and personnel remaining on site,

Communications

- Prepare key messages and act as single point of contact for all communications with media and other external stakeholders (as agreed by the RRT).
- Agree content of all formal communications with the RRT and relevant CEMEX departments.
- Develop and maintain communications with CEMEX employees, enabling feedback on concerns.

Site management and logistics

- Provide continuous liaison with the Security Manager, Communications Manager and the rest of the RRT.
- Implement agreed measures for safe building access and business continuity management.
- Identify vulnerable and safe locations within the facility, where staff would be directed should protestors "occupy" the facility.
- Consider temporary redistribution of business supply from nearby facility in coordination with the RRT.
- Ensure that hazardous locations, access to heights and dangerous materials are secured in order to prevent associated risks.

Key contacts

| | | |
|---------------------------|-------------------------|-------------------|
| CX UK Security | Colin Jones | 07387 252978 |
| CX UK ERM | Guillermo Gaza | (+33) 607 089 971 |
| CX UK Communications | Sarah Murphy | |
| CX UK Operations | | |
| EMEAA Security and ERM | Gilad Wax | (+34) 670 404 762 |
| Global Security EMEAA | Nicolas Gaytan de Ayala | (+34) 670 405 867 |
| Security provider | | |
| Security forces contact | | |
| CX UK Cluster responsible | | |
| CX UK IMPACT Manager | Andlyn White | 07469 028629 |
| CX UK Logistics | | |
| CX UK Commercial | | |
| UK Sustainability Manager | Miranda Clegg | 07799 478249 |

Alert levels

This table provides 4 alert levels regarding protest scenarios near or within CEMEX facilities as well as the different response measures to be considered by the RRT.

| Alert | Situation / scenarios | Response |
|---------|---|---|
| Level 1 | Regular situation. | The security deployment will remain the same as usual. Ongoing monitoring of the activism threat is required due to the current threat environment in the country. Developing an intelligence network to assess the risk of environmental activism will be key for this task. Training on incident management and simulation will help react upon an incident. |
| Level 2 | A small number of protestors gather outside the CEMEX premises without causing any impact on the daily operations of the plant or the office. No direct action against the CEMEX asset. Local media coverage. | Security manager must be immediately informed of the presence of demonstrators, to coordinate with local management, RRT and law enforcement, external security provider to be informed, and agree on relevant support options such as stationing a guard to monitor protestors, patrol perimeter and incident response, if required. The goal at this point is to de-escalate the situation, not confront protestors and enable continuation of operations. Accesses to the premises will be restricted except those used for key deliveries and shipments where alternative arrangements are not available. Alternatives for traffic flow into and within the facility to be assessed to avoid close contact with protestors. Re-schedule visits from external providers, clients etc. Notify the police about the situation. |
| Level 3 | A crowd of protestors gather outside the CEMEX premises, blocking accesses, vandalising the company's perimetral assets (walls, signs etc) or voicing anti-CEMEX slogans. Limited (quickly resolved) unauthorised intrusion to facility, without causing major disruption or damage. National media coverage. | Limited and controlled reduction of some operations within the premises. Assess the necessity to redirect supply from another plant. A situation update will be notified to security suppliers and a police presence will be requested if it has not been deployed by then. All accesses to the premises will be closed including the main entry, with vehicles only being allowed to access or leave the premises on case-by-case basis (risk assessment). Premises evacuation to be considered by the Security Manager and RRT and authorised (in coordination with the security forces) only if deemed as safe. |
| Level 4 | In addition to the conditions described in Level 3, demonstrators put individuals in harm's way, conduct sabotage and behave aggressively. Likely police intervention against the protestors and heavy media presence, including social media following. | Consider shut down of part/all operations, including emergency procedures. Employees and visitors within the facility are to seek refuge at predetermined "safe" location, denying access to potential aggressors. Additional support from the security suppliers may be requested, as required and approval by RRT. |

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, 21st and Friday, 23rd April at 11am**, 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/PNUSMV>

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

Any questions? Contact the Health & Safety team.



Work/personal time boundaries are becoming blurrier in this “always-on” era, potentially impacting our wellbeing, hence our productivity. Therefore, a culture of “Digital Citizenship” must exist to promote responsible use of digital technologies.

WE'X | Digital Citizenship

Protecting
our
information

Respecting
our time

Recognizing
our right to
disconnect

Protect your and others information and personal data

Follow the highest standard to protect your privacy and data from cyber threats

- Read the Global Data Protection & Privacy Policy
- Enroll personal devices in the CEMEX Bring-Your-Own-Device program
- Use only Institutional digital tools & technology for work-related matters

Leverage digital technology to make the most out of your and others work time

Promote effective and efficient practices during collaboration hours

- Interactions with others: meetings only when needed, only with those who should be there, aim for 30 min, be present by turning the camera on, avoid distractions
- Manage your own right: Allow for focus time, turn off pop-up, avoid multi-tasking

Promote disconnection during non-working hours

Promote behaviors that allow being off-the-grid outside working hours

- Interactions with others: Avoid expectation of fulfilling non urgent work-related requests outside work hours, limit outgoing email traffic outside work hours
- Manage your own right: Inform others when you are taking Time-off, talk with your Supervisor and team about your timing preferences