



UK NEWS



Welcome to UK News 7th October 2021
your weekly update from around CEMEX UK

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HEALTH & SAFETY

Breast Cancer Awareness Month



October is Breast Cancer Awareness Month. This year around 55,000 women and 370 men in the UK will hear the words 'it's breast cancer' and around 11,500 women and 80 men will die from it.



To raise awareness of this, CEMEX has produced some funky zoom backgrounds for you to use on calls and an email banner you can use for October to promote the issue.

Wear It Pink Day is on Friday 22nd October this year, so hopefully we can all do our bit to raise awareness and even some money to donate to the Breast Cancer Awareness charity. Start to think of a few pink ways to raise some smiles and donations....

If you don't want to raise money that way then **go to the BCA website where they are selling bespoke products** from various retailers such as ASDA, Cath Kidston, Sofology and Dorothy Perkins to support their fundraising. You could nab some early Christmas presents (sorry for bringing up the C word so early...) <https://breastcancernow.org/get-involved/other-ways-give/breast-cancer-awareness-month-charity-products>

There will also be a global CEMEX webinar on Tuesday 19th October, hosted by an expert focusing on preventative and early detection. More information will be available soon.

Supply Chain Name Q2 H&S Contractor Award Winner



Congratulations to Victa, who are the winners of the Supply Chain Health & Safety Contractor Award for Q2.

Victa operate the rail terminal at Dove Holes and have displayed excellent safety performance. Additionally, they have supported the team with the risk management maturity model audit at Barrington, which is now being rolled out at our other depots, with Attercliffe next on the list.

This is an advanced rail audit system which has not previously been used for private sidings – CEMEX is the first in its sector to



implement the audit, which is approved by the rail and road regulator and used by Network Rail.

Pictured is Neil Sime, MD of Victa, with Mark Grimshaw-Smith, CEMEX UK's Rail and Sea Manager.

Flu Vaccine Programme for CEMEX UK Employees



As we approach the colder weather, we want to ensure as many employees as possible are offered the opportunity to have a flu vaccine. This is to support the health & safety of our teams and local communities and help to reduce pressure on the NHS, as numbers of COVID cases and hospital admissions are expected to increase during winter.



As you may know, some employees will be able to receive a vaccine for free on the NHS, because they are deemed to be 'at risk' – for instance those who are pregnant, aged 50 years or older, or have certain medical conditions. If you believe you are eligible for a free flu vaccine on the NHS, visit <https://www.nhs.uk/conditions/vaccinations/flu-influenza-vaccine/> for more information.

For those who are not able to receive a free flu vaccine on the NHS, CEMEX has confirmed that all employees who book to have the jab done privately at a convenient location to them, can then recharge the cost to CEMEX (up to £15).

Flu jabs are available from a variety of retailers including Boots, Superdrug, Tesco and ASDA. Please keep the receipt for your vaccine and the cost can then be reimbursed through payroll, by emailing the receipt with your details to: gb-hrcentraladmin@cemex.com

CEMEX strongly encourages all employees to have the flu vaccine this year. It is an important way to minimise the risk of illness to both ourselves and those we come into contact with.

Occupational Health Surveillance Programme Resumes



Our Occupational Health Surveillance programme has been given the green light to resume but there are some changes to the way it will be organised initially.

The main change is that all required Health Surveillance must be initiated through Peter Luxmore, RPS will only plan site visits that have been instigated via this route. Managers are asked to provide numbers of personnel and location(s) so that a provisional date can be secured, once a date is booked RPS will then contact the responsible Manager for more detail on those attending such as names and whether they want the additional wellbeing checks. They will also provide the Manager with details for locating the Mobile Unit such as space needed and electrical connections.

RPS will still use Mobile Units for the tests with suitable COVID controls in place. The main difference is that the Lung Function test, (which involves forcibly expelling air from the lungs), will be conducted outdoors under an adjacent marque provided by RPS. Depending on weather other tests may also be conducted outside the unit.

With Health Surveillance having been suspended for the past 18 months it means that virtually all employees are due to be seen under the Health Surveillance policy but the priority for the next 6 to 12



months will be employees exposed to more risk such as Noise or Dust and will be focussed on Site Based Operations. Health Surveillance for Offices will not be resumed at this time.

For more information or to book Health Surveillance please contact: peter.luxmore@cemex.com or call 07711 537523.

Second Chance to Hear about Heart Health



If you missed the webinar session with Dr. Guillermo Torre, top Cardiologist in Mexico and President of TecSalud, the recording is now available for you to listen to. It was titled: **"Your Cardio-Vascular Health is more about Your Habits than Your Genes"** and is well worth a listen....

Here is the link: [https://web.microsoftstream.com/video/ced18ce1-f724-](https://web.microsoftstream.com/video/ced18ce1-f724-4437-9c86-5ad249224ab9)

[4437-9c86-5ad249224ab9](https://web.microsoftstream.com/video/ced18ce1-f724-4437-9c86-5ad249224ab9)

Look for the Good in People Today



A new month, a new happiness calendar! Optimistic October is the title for this month's Action for Happiness calendar.



Feel free to download it from the download section of UK News website: www.cemexuknews.co.uk/downloads or go to www.actionforhappiness.org to find the pdf and lots of other happiness tips!

New Barrier at Liverpool Asphalt



As part of their continuous efforts to improve their on-site health and safety, the team at the Liverpool asphalt plant have installed new barriers to protect the gas booster and meter.

Well done everyone!





CUSTOMER CENTRICITY

Readymix Northern on Top Form for Gunform...



Well done to the Readymix Northern team at Salford who recently supplied shotcrete to customer, Gunform, on a job in Hewitt Street. They received glowing feedback from the customer. Here's what he said about the team:

"I would just like to say a big thank you to the team at CEMEX for persevering with me at Hewitt Street. You have been extremely helpful and professional throughout the contract. Please pass my thanks to the sales team, orders department and the concrete plant."

Coming Soon: NPS Survey for Internal Customers



If you order and schedule deliveries for products including aggregates, cement and admixtures then look out for an internal customer survey. This survey aims to find out perception of CEMEX's intercompany processes and services regarding raw materials, such as ordering, scheduling, delivering, technical support and others. Your voice will help to identify best practice.

Look out for an email with a link to the internal NPS survey from customer@experience.cemex.com, which you will receive on 12th October. The survey will be open until 2nd November.

Putting the Customer First at Readymix Birmingham



Since the launch of CEMEX's new Genesys telephone system last year, some customers in our Birmingham Metro Market voiced their concerns that they couldn't get through to their preferred Shipper each time they phoned due to the lengthy menu options in play for the wider Midlands market.

Knowing how important the Birmingham market is to the Midlands and wider UK performance, the Readymix team has listened to its customers and simplified the phone system to improve their customer experience.

From Wednesday 6th October customers for Aston, Kings Norton, Oldbury and Redditch will place orders using a local 0121 number, with no menu options, that goes direct into our dedicated Shipping team in Oldbury. No extended menu, less waiting and no call transferring should all make for a smoother all-round experience.

Rob Sims, General and Commercial Manager, commented: "We see ourselves as a local business working with local customers, and the ease and efficiency of their order experience is important to us. We've listened to their feedback and implemented a solution that we believe will work well and improve their satisfaction.

Well done to the team for putting this in place."





PROFITABILITY

CEMEX Strengthens Footprint in Key Metropolitan Areas in Spain



CEMEX announced that, as part of its growth strategy, it signed an agreement to expand its presence in the regions of Madrid and the Balearic Islands. This investment is accretive and is part of the company's strategy to enhance its vertically integrated positions in high-growth urban centres worldwide.



The assets to be acquired by CEMEX from HeidelbergCement include a limestone quarry with a waste management operation strategically positioned to serve the Madrid metropolitan area and three concrete plants that will enhance its vertical integration in the Balearic Islands.

"This acquisition will allow us to better serve our customers by integrating and complementing our portfolio to provide a comprehensive and sustainable offering in the high-growth regions of Madrid and the Balearic Islands," said Sergio Menendez, President of CEMEX Europe, Middle East, Africa & Asia. "This is another example of the efforts that we are taking to optimise our portfolio and foster EBITDA growth by investing in accretive, bolt-on acquisitions."

Subject to customary closing conditions, CEMEX currently expects to finalise this transaction during the first half of 2022.

Milestone for Dove Holes Fast Track Loading System



To date more than 500,000t has been dispatched across the Dove Holes Fast Track loading system.

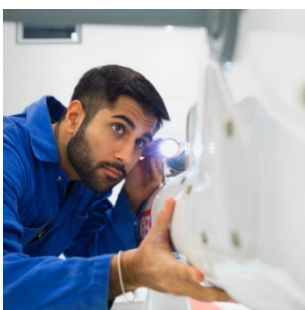
Dave Hart commented: "This has been achieved through the collaboration between the Supply Chain and Dove Holes Weighbridge teams. Thanks specifically to Robert Brian, Sharon Lomas and to Neil Adams for their efforts and support."

The system provides benefits through improved vehicle turnaround and supports our customer service offering.



FUTURE IN ACTION

Leading the Way on Net Zero Manufacturing



Martin Casey, Director Public Affairs Europe, is taking part in an HSBC sponsored webinar on the importance of reaching net zero in manufacturing.



The webinar will be 11am–12 on Wednesday 20th October and is open to all to attend. Martin Hills our Energy Manager, worked on the research project which is being presented.

HSBC has partnered with UCL (University College London) to undertake open research that highlights the importance of Net Zero in UK manufacturing.

Join our keynote speaker, Stephen Phipson, Chief Executive, MAKE UK, plus our panel of experts as they discuss the key findings from the research and the opportunities and challenges of undertaking this journey.

Click here to register: [<https://streamstudio.world-television.com/768-1956-30579/en>]

Register for GCCA Roadmap to Net Zero Concrete Event



This 12th October, the Global Cement and Concrete Association (GCCA) will launch the 2050 Cement & Concrete Industry Roadmap for Net Zero Concrete.



The first global industry roadmap to net-zero concrete outlines the key actions, levers and milestones required by our industry, and the wider value chain, to achieve a net-zero future. We are one of the first industries to have a detailed roadmap with clear and ambitious intermediate targets.

The GCCA is the primary association for our industry, and one of its main purposes is to position concrete as an essential material to deliver a sustainable future for the built environment. CEMEX is a founding member of the association, and our CEO Fernando Gonzalez currently serves as Vice-President of its Board of Directors.

Register for the launch event, where all the main messages are going to be delivered to the main industry's audiences, below:

Date: Tuesday, 12th October

Time: 6:30 Mexico | 7:30 NY | 12:30 London | 13:30 Madrid | 19:30 Manila

<https://gccassociation.org/2050-roadmap-launch-event-registration/>

Translation into Spanish will be available

A replay of the event will be available; a link will be included in communications once available

It's Time to Think about ENERGY....



Look out for communications, initiatives and good practices over the coming weeks, as we head into Q4 with less daylight hours, colder temperatures and more rain...

Remember to think about ways to save energy – switch off those lights when you don't need them!



Earthly Matters



Read the latest updates from our biodiversity activities in the Earthly Matters newsletter.

This month sees stories on:

- Migration as a love story for Swans and Geese.
- Waste not want not about our waste consumption – in 2020 we consumed 228 times more waste in our production processes than we produced.
- Be beach friendly every time – join a beach clean-up before the winter weather really kicks in and washes our waste out to sea via the Marine Conservation Society.



Read the stories in more depth via the newsletter. Click here:

<https://sway.office.com/RSIqSqOVmAwiaLGH?ref=Link> to read or download a pdf version from the UK News website: www.cemexuknew.co.uk/downloads

2030 Climate Targets Scientifically Validated



CEMEX announced that the Science Based Targets initiative (“SBTi”) has validated the company’s 2030 global carbon emissions targets, which are a key component of Future in Action, CEMEX’s program focused on developing low-carbon products, solutions, and processes to transition to a net-zero CO2 company by 2050.

According to SBTi, the foremost authority on science-based climate action goals, CEMEX’s targets conform with its criteria and recommendations to approve companies’ targets and are in line with what the climate science deems necessary to meet the goals of the Paris Agreement – limiting global warming to well-below 2°C above pre-industrial levels and pursuing efforts to limit warming to 1.5°C.

CEMEX has the most ambitious 2030 targets for the cement industry, a reduction of the net GHG direct emissions of 40% vs. a 1990 baseline, meaning an expected reduction in direct (Scope 1) greenhouse gas (“GHG”) emissions of 20% per ton of cementitious material by 2030 from a 2020 base year. CEMEX has also committed to reduce its indirect electricity GHG emissions (scope 2) by 42% by 2030 from a 2020 base year.

“Climate action is the biggest challenge of our times. CEMEX is taking decisive action to address it by defining ambitious emissions reduction targets in line with the Science Based Targets initiative and executing against those targets,” said Fernando A. Gonzalez, CEO of CEMEX. “We commit to continue leading the industry in climate action not only because it creates value, but more importantly because it is the right thing to do.”

For more information on the SBTi’s validation, please visit:

<https://sciencebasedtargets.org/companies-taking-action>





EMPLOYEES

It's a Beautiful Day....



Thank you to Plant Manager, Ade Radnor, for this incredible drone photo of Hereford Readymix plant.

Ade, who has worked for CEMEX for 17 years, has been doing photography for many years, and has recently entered the MPA's photography competition with three great shots from the plant.

He is also going to do some drone footage in the coming weeks of the mini mix and site photos to help promote the business.

We will keep our fingers crossed for you in the MPA competition Ade!

Look Out for your eNPS Survey Email



Get ready to complete your annual employee survey from Monday 18th October. It's only a 'pulse' survey this year so is very quick and easy to do. But it will provide vital feedback on what you think about working for CEMEX.

The survey closes on Tuesday 9th November.

Would you recommend CEMEX as a good place to work?

You will receive an email from the third-party company who collate the answers (all of which are anonymous) called Perceptyx. A QR code and URL address will be available for our employees who are offline so they can take part too.

There is a poster at the end of this document and in the download section of the UK News website: www.cemexuknews.co.uk/downloads for you to put up at your site or office to remind people to do the survey.

Long Service Congratulations



Well done and thank you to the following people for reaching a long service milestone. We appreciate all your contributions and hard work over the years:

- Michael Driver, Operations Manager, Attenborough – 15 years
- Alex Pensotti, Plant Manager, Letchworth – 15 years
- Steven Sherwood, Lab Analyst, Tilbury Cement plant – 15 years



Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
280-10-2021	Assistant Quarry Manager	UK Materials	Hatfield	12/10/2021
281-10-2021	Multi Skilled Operative	UK Materials	Hatfield	12/10/2021
282-10-2021	Senior Fitter	Building Products	Rochester	15/10/2021

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**



Get ready!



WE'X PULSE 2021

EMEA

Q3 '21 eNPS Pulse Survey

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?

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

#1

WHY ARE WE TRACKING OUR EMPLOYEE NET PROMOTER SCORE (eNPS) QUARTERLY?

We want CEMEX to be a great place to work – so we're tracking quarterly how everyone feels about working here

#2

WHAT WERE THE EMEA eNPS RESULTS IN Q2'21?

We maintained positive Q2'21 eNPS results in our EMEA Region: **+32 vs +34** in Q1. Our eNPS Pulse Response Rate in Q2'21 was **61%**

#3

THIS Q3 WE'X PULSE:

Our EMEA Q3'21 eNPS Pulse Survey will include the Global 2021 WE'X Pulse. It will be the same experience, same Perceptyx platform but this time with the eNPS plus 9 additional questions.

#4

HOW CAN I PARTICIPATE IN OUR EMEA Q3'21 ENPS / GLOBAL WE'X PULSE?

Watch out for an email from Perceptyx on **October 18th** (CEMEX Global 2021 WE'X Pulse <customers@perceptyx.com>). A QR Code & URL address will also be available for our EMEA offline audiences to participate in this Q3'21 eNPS Pulse.

