



UK NEWS



Welcome to UK News 29th October 2021
your weekly update from around CEMEX UK

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HEALTH & SAFETY

Four Years LTI Free for Supply Chain Rail!



Congratulations to the Supply Chain Rail team on achieving 4 years LTI and TRI free, an incredible milestone!

Dave Hart, Supply Chain Director for the UK and France, commented: "This is a milestone in which you should feel very proud given the complexity of the operation including freight operators, handling contractors and Network Rail.

This has been achievable through your consistent and continued safety leadership and commitment allied with the close collaboration and engagement with the Dove Holes,

Aggregates, Materials and Urban Solutions teams.

Let's continue to build upon this performance working together as one team so we reach our target of Zero incidents and Zero harm."

Flying the Flag for Safety



This week, a journalist from Le Parisien newspaper came to the UK specifically to find out more about CEMEX UK's safety measures to protect cyclists, pedestrians and other vulnerable road users.

Le Parisien is one of the biggest news outlets in France, with 655,000 followers on YouTube and 3.4 million Facebook followers. Laura's interest followed tragic incidents on the

roads of Paris, and she contacted CEMEX UK directly to understand how the new Direct Vision Standard implemented in London has helped companies to adapt their fleet. She had already seen that CEMEX had invested in UK for safer HGVs to protect cyclists and pedestrians in London, with low entry cabs and other technologies installed.



Laura spent several hours at our Angerstein site learning about our vehicles, and even went on the road in two of our trucks to experience the safety features first hand.

Thank you very much to all those who helped make this opportunity happen, including Dave Dench, Rob Wilkinson, Joe Reilly and Gary Allart.

Breast Cancer Awareness – Final Videos



This week is the final week of CEMEX's global campaign for Breast Cancer Awareness Month.

We have two more powerful testimonials from women across the business for you, please access below:

Dalia Mohamed Samir, EMEA Region:

<https://web.microsoftstream.com/video/371386fb-8f84-43fa-a514-7422a9a4cd0f>

Liliana Montoya, Mexico: <https://web.microsoftstream.com/video/7304b3e9-9eed-49b5-8d02-7cf8cee04112>

If you would like to learn more about breast cancer, including what symptoms to look out for, be sure to visit: <https://breastcancer.org/>



Road Safety Week – Coming Soon....



Next month we recognise Road Safety Week, an important part of our annual safety calendar.

This year the theme is 'Effective Defect Checks Save Lives' and we will be focusing on the vital role defect checks play in road safety.

The Supply Chain, Safety and Communications teams are working hard on materials for our teams to use during the week, which is held between the 15th and 21st November.

Watch this space for more details coming soon...

Flu Season is Here



With the colder weather unfortunately comes the arrival of flu season, and there are fears that this year the number of cases of flu could place pressure on the NHS.

A series of posters reminding us all to get the flu jab (and COVID booster if applicable) are now available and can be accessed in the download section of the UK News website: www.cemexuknews.co.uk/downloads. They can also be found at the end of this document.



Is your Car Winter Ready?



Winter is fast approaching so now is the time for you to make sure you're ready to tackle all that the winter roads throw at you.

Winter weather can be harsh and driving conditions can quickly change, with poor visibility, snow and ice on the roads; you need to be prepared and take extra care when planning your journey.

Our vehicle provider, Alphabet, has put together some simple hints and tips for you to consider this winter, which will hopefully help you get through the season comfortably and without any mishaps.

View our Winter Driving Guide for more information here: https://www.alphabet.com/files/2021-10/almar-186.4-alphabet_winter-driving-guide_021-2.pdf This document can also be found in the UK News website download section: www.cemexuknews.co.uk/downloads

Protestors on a Public Highway – MPA Briefing



Given the recent spate of Insulate Britain protests, the growing tensions arising from other road users and the potential for more widespread protests associated with COP, a MPA briefing has been prepared to give advice on how employees should deal with any protesters encountered on the public highway.

Please share this useful briefing, (at the end of this document and in the download section of the UK News website:

www.cemexuknews.co.uk/downloads) with your teams and note that

the temporary 'truce' on protests introduced by Insulate Britain ended on Monday, and protests have recommenced.



CUSTOMER CENTRICITY

CEMEX Provides Vertua® Lower Carbon Concrete for Sustainable Building in Poland



CEMEX is supplying Vertua®, its groundbreaking lower carbon concrete, for the construction of Warsaw's P180 office building, a sustainable project that prioritises the environment and wellbeing of its occupants.

The company supplied 3,500 m³ of Vertua® concrete to the office building, which is expected to be completed by the third quarter of 2022.

The P180 office building, designed by the renowned Polish architectural firm PRC Architekci and developed and built by Skanska – one of the leading development and construction companies in Europe – required a concrete product that could align with its sustainable vision. The project expects to receive green



building certification by Leadership in Energy and Environmental Design (LEED) and the WELL Health & Safety Rating from the International WELL Building Institute, which certifies spaces that put the wellbeing of its occupants first.

“We are excited to supply Vertua® concrete for the construction of this sustainable and innovative building in Poland,” said Sergio Menendez, President of CEMEX Europe, Middle East, Africa & Asia.

“With Vertua®, we help our customers to achieve their desired sustainability goals of their projects. This solution is part of CEMEX’s brand family, created to support sustainable construction around the world.”



PROFITABILITY

New Readymix Plant in Swindon



Exciting news from the Readymix business – a new plant has been opened in Blunsdon, Swindon. This new location adds to our portfolio of sites across the South West and will allow the team to better serve customers in Swindon with a full range of products.

Rob Sims, General and Commercial Manager, said: “This is a welcome return to Swindon after the previous CEMEX plant in this area was closed a couple of years ago, and we’re keen to welcome back new and returning customers.



It’s great to see more sites being opened up in key areas in line with our business strategy.”

Investment at Salford Asphalt



The team at Salford asphalt have installed seven new cold feed bins to replace the 40 year old units that were in place. The cold feed bins hold aggregate that is used in the asphalt production process.

Great to see further investment taking place at our sites!





Join the 'Bringing COP26 to CEMEX' Roundtable



Please join us this virtual panel where some of our experts will discuss what COP26 is and how it can impact CEMEX.

The panel will be held on Tuesday 2nd November at 3pm UK time.

Participants:

Vicente Saisó – Head of Global Sustainability
Eva Masa – Head of Climate Action
Andrew Spencer – VP Corporate Affairs, Sustainability & ERM
Martin Casey – Head of Public Affairs Europe



Moderated by: Alberto de Armas – VP OHR

Register here: https://cemex.zoom.us/webinar/register/WN_fvfGpbKyRrG97_G6b9rfzq

To find out more about COP26, you can download a helpful infographic from the UK News website: www.cemexuknews.co.uk/downloads. There is also a copy at the end of this document.

2021 – 2022 Winter Energy Awareness Campaign



As we move into the end of the year, this winter will see the biggest spike in energy costs in a generation. The effects of these costs increases will be far reaching and we'll likely all be feeling the pressures in our personal lives as energy providers pass on the increased costs to you – the consumer.

This energy crisis means that for Q4 2021 and Q1 2022 CEMEX now faces exceptional challenges to maintain the desired results for both Operational Cash Flow and Cash Value Added.

We all need to play our part to reduce the amount of background energy we use, and this year is more important than ever, so we avoid being a victim of increased energy costs.

The Operational Excellence team have put together a detailed and informative presentation that explains what the energy crisis is, what it means for CEMEX and what we must all be doing to help. This new presentation uses Microsoft Sway to offer an interactive and engaging experience that can be viewed on desktop and mobile, without needing access to a CEMEX email address.

Click here: <https://sway.office.com/IU9YP98HVbC2csoy?ref=Link&loc=play> to access and share with others in your team.

Please contact Adam Leverett, Matt Baines or Steve Coles with any questions.



Volunteering Opportunity - Cambridge Science Centre



One of our charity partners, Cambridge Science Centre, has opened a 'pop-up science centre' in the Grand Arcade, St Andrew's Street, Cambridge. They have taken over a unit on the First Floor and are running a mini science centre for eight weeks in the run up to Christmas.

As you can imagine, it's a busy time for the team manning the pop-up, and so they have come to us with a request for volunteers.

Each week, Wednesday to Sunday, there will be two shifts available in the Grand Arcade: 10.30am – 1.30pm, and 2pm – 5pm, and on Mondays and Tuesday there will be one shift available: 2pm – 5pm.

If anyone is interested in volunteering at the pop-up centre, you can sign up through the below link: <https://signup.com/go/bizQayN>

There will always be a minimum of two CSC staff in-store to support volunteers, and training on the different exhibits will be given.

If you have any questions, please contact rebeccaporter@cambridgesciencecentre.org

Landscape Scale Collaborations with RSPB Business Partnerships



Often, we talk about how nature requires a wider connected network outside of reserves to survive and thrive. CEMEX/RSPB are working to put that connection into action!

Representatives from an AONB, a CEMEX Kensworth quarry, golf course, and their respective RSPB partnership counterparts met recently to discuss the landscape opportunities available and how we progress and work together on these chalk sites. The vision is of habitats that extend and complement each other across all land uses. On the golf course, areas out of play already provide some fantastic wildflower areas and dense scrub. Future restoration plans for the quarry includes extensive chalk grassland, butterfly banks areas of bare chalk that will naturally succeed creating pioneer / early successional habitat along

with ponds and scrub. This combination of habitats provides habitat for a range of species including those scarce and declining species that are known to occur locally like Duke of Burgundy and in the recent past Turtle Doves.

The Chilterns AONB extends from Reading up to Luton and at its northern end includes Dunstable Downs and Whipsnade SSSI, managed by the National Trust, these sites are literally just across the road from both Dunstable Downs Golf Course and CEMEX Kensworth quarry. The RSPB has been working with CEMEX for over 10 years and closely with Kensworth over the last two years, to reprioritise their restoration scheme, which was originally earmarked for woodland and agricultural grassland – for a chalk site this would clearly have been a lost opportunity.



Working so closely with the quarry we've generated support from them. A casual conversation by the Site Manager with the golf course next door has built wider connections. Dunstable Downs Golf Course are keen to enhance their site for nature, utilising the skills from RSPB partnerships with the R&A and quarry. The aspiration being to restore their original chalk downland characteristics and chalk grassland species and wildflowers to their 'long rough – as these characteristics were lost due to the graduation towards a parkland course many years earlier.

The RSPB and the quarry have built connections with the BCN Wildlife Trust and contacted the National Trust to facilitate green haying. Combined, the advice and wealth of local knowledge will input into enhancement at both the golf course and the quarry – an excellent result already! However, we have also connected with the Chilterns Conservation Board as part of the Chilterns AONB, linking in with a Chalkscapes landscape bid.

There are always opportunities for different landowners to work together to share knowledge and form that connected network. Certainly, for the partnership RSPB/CEMEX we hope to replicate this working with stakeholders at other CEMEX sites, whether that be working with local RSPB reserve or with other landowners or other conservation charities. Your site might be in a Priority Landscape or in an area of interest, please get in touch with Jenny Oldroyd to find out more.



EMPLOYEES

Time to Get Creative



How would you design the livery for our cement tanker trucks?

Use our colouring sheet at the end of this document and in the download section of the UK News website: www.cemexuknews.co.uk/downloads and get your creative juices flowing!

What message would you put on it? Can you incorporate the CEMEX logo somewhere too?

Anyone can take part, you, your family, friends, neighbours...

The winning entry will win a £50 Amazon voucher, second place will receive a £20 Amazon voucher, and third will win a £10 voucher. There will also be CEMEX goodies for all winners!

Full T&Cs are at the end of this document and in the download section of the UK News website: www.cemexuknews.co.uk/downloads

Entries need to either be sent to: Sarah Murphy, CEMEX House, Evreux Way, Rugby, Warwickshire CV21 2DT, or take a photo of your completed design and email it to: sarah.murphy@cemex.com by the 12th November.

Remember to say who did the design and if a child did it, say how old they are. Also, remember to include contact details so we can tell you if you've won. Good luck!



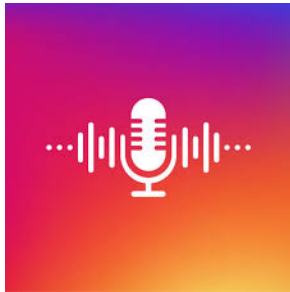
Welcome to New Apprentices!



We have started to welcome new LGV Driver Apprentices to the business and pictured are Josh, Charandeep, Fayanne and Ryan, who were inducted by Darrell Collins last week.

Welcome to the business!

October Podcast



The October edition of In the Mix is now available.

This month, we speak to Steve Coles and Matt Baines from the Operational Excellence team, who talk to us about the current energy crisis and how this is impacting CEMEX.

Here is the link to the Microsoft stream video version:

<https://web.microsoftstream.com/video/0e02cbdc-cf70-4614-abfc-c9b5babb572c>

A Special Birthday....



The Supply Chain team would like to wish a Happy Birthday to Rail and Sea Manager, Mark Grimshaw, who reached a special milestone age this week... (we think it must be 21 years young!)

Mark is a valued member of the team who has worked for CEMEX for over 38 years.

Congratulations Mark!

Remember to Participate: Q3 2021 eNPS Pulse Survey



Listening to what you have to say about our company's culture and taking action based on your feedback is important to CEMEX.

Our EMEA Q3'21 eNPS Pulse Survey opened on Monday 18th October, so if you haven't already done so please share your feedback in this short survey.

Managers – please ensure your teams take the opportunity to complete the survey and display the poster at your sites.

Look out for your direct email from our survey partner Perceptyx (CEMEX Global 2021 WE'X Pulse <customers@perceptyx.com>).



Alternatively, the URL address below, and QR code on the poster, are also available for you to participate in this Q3'21 eNPS Pulse. Simply use your employee number to access it via these routes.
https://ondemand.perceptyx.com/odcemwexpulse2021/dc/?ask_pin=1

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

Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
302-10-2021	LGV Driver x 5	Supply Chain	Dove Holes	12/11/2021
303-10-2021	Digital Marketing Specialist	UK Materials	Rugby	05/11/2021
304-10-2021	Multi Skilled Operative	UK Materials	Northfleet	29/10/2021
305-10-2021	Service Engineer	Urbanisation Solutions/Dry Mortar	M4 corridor – London Side	07/11/2021
306-10-2021	Warehouse Technician	CEMEX UK Operations	Rugby Cement plant	10/11/2021
307-10-2021	Development Manager	Aggregates and Permitting	Rugby Head Office	10/11/2021
308-10-2021	Technical Manager Special Products	Quality and Product Technology	Southam	10/11/2021
309-10-2021	Sales Executive	Urbanisation Solutions - DSM	North and North West	04/11/2021

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**





Participate NOW!



https://ondemand.perceptyx.com/odcemwexpulse2021/dc/?ask_pin=1

EMEA Q3'21eNPS 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 organisation, & 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 organisation & 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?

Today, Monday October 18th, you will receive an email from our partner Perceptyx (CEMEX Global 2021 WE'X Pulse customers@perceptyx.com) You can also use the QR Code & URL at the top of this poster to access the Pulse Survey with your Employee Number

"We are committed to listening,

understanding and valuing your thoughts

in our journey to make

CEMEX a great place to work for our talent"





BRINGING COP26 TO CEMEX

Glasgow, Scotland 1 – 12 November 2021

**FUTURE
IN
ACTION**
COMMITTED TO NET-ZERO CO₂

WHAT IS “COP26”?

Conference of the Parties

COP26

this is the 26th COP



COPs are the annual UN Climate Change Conferences. This two-week summit is an important space for world leaders, negotiators and observers to discuss the climate crisis on a global level and **reach agreements on specific actions to address global warming.**

WHY IT MATTERS

The latest science has made abundantly clear that **global emissions need to plummet this decade.**

Avoiding **climate catastrophe** depends on every country bringing **the most ambitious commitments to the table** aligned to the urgent need to limit global temperature increase beyond 1.5°C.

And this is what COP26 intends to coordinate.

HOW WILL SUCCESS LOOK LIKE IN COP26?



1. Keep promises made to the developing world



2. Raise ambition over the short and long term



3. Accelerate climate action, focusing on adaptation, nature, energy, transport and finance



4. Agree on technical definitions



5. Enhancing the role of non-state actors

RELEVANT MILESTONES FROM PREVIOUS COPs



COP3 in 1997

Kyoto Protocol – the first treaty where the Parties committed to **legally binding emission reduction targets** and set the mechanisms for developing nations to also contribute to the carbon mitigation goals



COP15 in 2009

Copenhagen Accord – nations agreed on trying to **limit temperature increase to no more than 2°C**

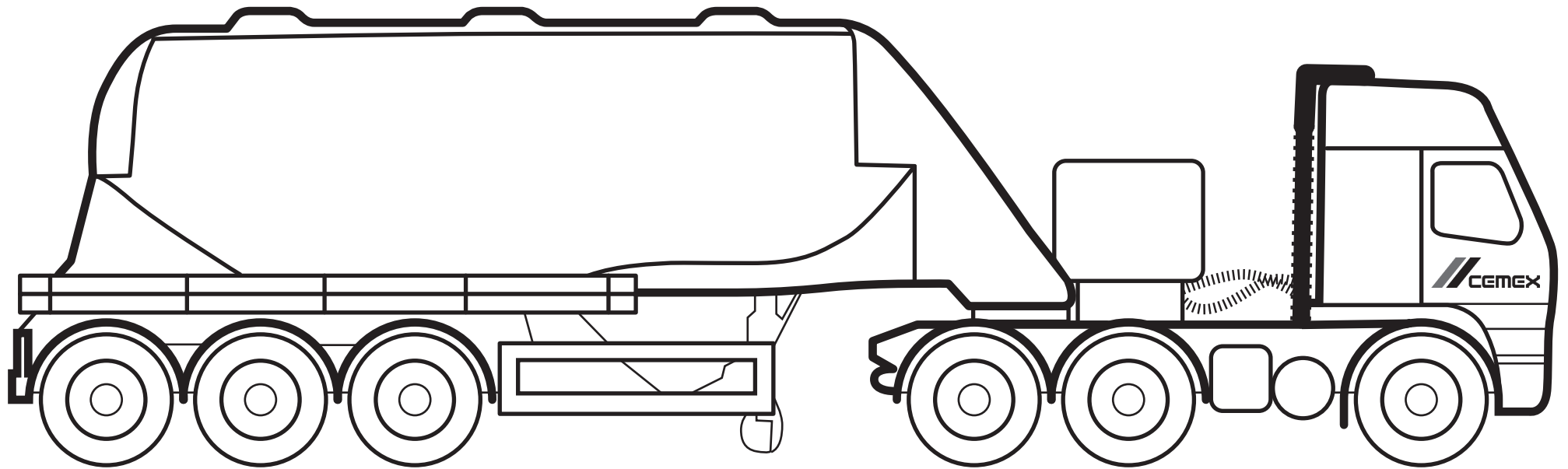


COP21 in 2015

Paris Agreement – the first global pledge where all nations committed to **define a plan to limit global warming to well below 2°C** and to pursue efforts to reach 1.5°C

As part of the **Paris Agreement**, every country agreed to communicate their emissions reduction targets every five years through what is known as Nationally Determined Contributions (NDCs). **These targets set out how far countries plan to reduce emissions across their entire economy.**

Design Your Own CEMEX Tanker – Colouring Competition



Terms and Conditions apply

This competition (the "Competition") is run by CEMEX UK Operations Limited of CEMEX House, Evreux Way, Rugby, Warwickshire, CV21 2DT

The Competition will run until 23:59 on Friday 12th November 2021.

Each applicant may only enter the competition once.

Winners will be selected by a panel of judges and the judges' decisions are final.

Individual winners shall be contacted via email to arrange delivery of prizes. Prizes will be sent to winners within 2 weeks of receiving details of the winner's delivery address. Delivery addresses shall be used for the sole purpose of delivery of prizes and shall not be used by CEMEX for any other purpose.

Winning entrants shall receive amazon gift cards as described. No cash alternative is available.

CEMEX reserves the right to disqualify any entry.



HM Government



BOOST YOUR IMMUNITY THIS WINTER

**WITH THE FLU VACCINE
+ COVID-19 BOOSTER**

Flu and COVID-19 can both be life-threatening and spread more easily in winter. If you're 50 or over, you are eligible for a free flu vaccine and a COVID-19 booster.

Get vaccinated. Get boosted. Get protected.

nhs.uk/wintervaccinations



HM Government



BOOST YOUR IMMUNITY THIS WINTER

WITH THE FLU VACCINE + COVID-19 BOOSTER

Flu and COVID-19 can both be life-threatening and spread more easily in winter. If you're over 50 or in an at risk group, you are eligible for a free flu vaccine and a COVID-19 booster.

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nhs.uk/wintervaccinations

Members' Briefing



No: 14/2021

22 October 2021

Advice for drivers encountering protesters on the public highway

Background

A significant recent trend is for protests by environmental activists on the public highway, with the intention of causing disruption to traffic flows around major traffic interchanges such as motorway junctions and in the process generating media coverage. Protests to date have typically involved groups of individuals positioning themselves across the lanes whilst traffic lights are on red, with some individuals using superglue to attach their hands to the road surface.

The protests have been widely reported in the press and the police are attempting to respond to such protests as quickly as possible. Injunctions have also been taken out to deter this type of protest action. However, there have been some instances of drivers intervening themselves by attempting to drag protesters off the road or driving their vehicles up towards them in what could be seen as an intimidatory or threatening manner.

These protests are likely to continue through the COP26 event in Glasgow in November and afterwards. During this period there is a risk that employees either travelling to work or involved in work activities off-site (such as delivering materials) may encounter such protesters. This briefing provides advice on how member companies and their employees can handle these encounters in a safe and courteous manner.



Dealing with Protesters

Employees should be briefed to ensure that they do not provide protesters or the press covering such incidents with social media footage, photo opportunities or sound bites with negative propaganda potential. This is especially the case when employees are in branded PPE, clothing or vehicles.

Everyone with a mobile phone is a potential cameraman/woman, who will be tweeting/blogging to a potential online audience of thousands or millions. To this end, when dealing with protesters all staff should be reminded:

- Always be polite and respectful
- Never be drawn or provoked into confrontational situations
- Never become involved in situations that would put health, safety or lives at risk
- Adopt a slow, deliberate, calm but firm approach to all eventualities
- Display the highest standards of behaviour when dealing with protesters
- Do not attempt to physically remove protesters
- Do not attempt to by-pass the protesters or drive your vehicle towards them

Members are encouraged to share relevant information with security@mineralproducts.org to facilitate engagement and coordination with the national police service and other member companies.

Further information relating to dealing with protests is available in the MPA Members Briefing: Protester Advice. [MPA Members Briefing: Protester Advice](#).

Or contact Tony Entwistle MPA Health and Safety Manager on telephone 07584 278272
tony.entwistle@mineralproducts.org